Labour Canada Travail Canada

Bureau of Labour Information

Collective Bargaining Information Sources

Canada

PREFACE

Collective Bargaining Information Sources (C.B.I.S.) produced by the Bureau of Labour Information (B.L.I.) of Labour Canada is a reference guide to information commonly used for collective bargaining and industrial relations purposes in Canada.

C.B.I.S. has been structured to permit periodic updating with new entries, as well as the possible inclusin of new sections. Each section has a self-contained table of contents and index, which also can be updated as necessary. For the convenience of users, the pages have been prepared for insertion in a standard three-hole binder.

The first section, "Compensation", provides a brief description of the types of data and information published or produced by governments and other organizations on wages, salaries, working conditions and employee benefits.

The remaining sections cover sources of economic studies and data; labour relations information; and industrial relations library services respectively.

The references given are those considered to be primary sources of information about compensation. Excluded are reports and articles that analyse or collate previously published data. We have, however, included a list of reference studies, periodicals and newsletters that provide this type of information.

In certain cases, we have listed reports and surveys that are only available upon payment of a fee or are restricted in circulation for purposes of confidentiality. **Prices and restrictions are marked where applicable.**

Please advise us if your organization which produces relevant material has been overlooked in this publication.
Call (819) 997-3117 (collect).

We acknowledge, with thanks, the contribution of the many organizations who have provided us with information and for their cooperation in the preparation of **Collective Bargaining Information Sources.**

SECTION 1

COMPENSATION

GOVERNMENT REPORTS

COLLECTIVE BARGAINING INFORMATION SOURCES

SECTION 1

COMPENSATION

This section consists of four parts:

Part 1 Government Reports

This sub-section contains references to types of data and information published or produced by governments on wages, salaries, working conditions, employee benefits, and union organizations.

Part 2 Non-Government Reports

This sub-section includes references to types of data on compensation published or produced by other organizations than Government.

Part 3 Data Banks

This sub-section lists all of the available Industrial Relations data banks and provides a summary of each in reference to the data base, the potential output, and where to address any enquiries.

Part 4 Reference Studies and Periodicals

Included in this sub-section is a list of reference studies, periodicals and newsletters that provide articles and reports which analyze or collate previously published data.

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LABOUR CANADA

Collective Bargaining Review

Frequency	Monthly.
Reference period	Current information available at beginning of each month.
Publication date	End of each month.
Source of information	Based on reports by parties to collective agreements covering 500 or more employees.
Industry coverage	All industries.
Occupational coverage	Includes information on the wage rates for the lowest mid-range and highest paid classifications in the bargaining unit.
Geographic coverage	Federal labour jurisdiction, provinces, and more than one province.
Published by	Bureau of Labour Information, Labour Canada, Ottawa, K1A 0J2.
Cost	Free.
Summary	Summarizes highlights of recent contract settlements. Settlement reports are classified by major industry group and show the name and location of the employer, the name and affiliation of the union, the number of employees covered, effective and expiry dates of the agreement, date of signing, and stage of settlement. The report also provides a monthly listing of negotiations in progress, monthly reopeners, and major work stoppages. A series of statistical tables covering wage increases, settlements and negotiations, work stoppages and selected benefit changes are also provided. Each month also offers a different series of selected articles on important industrial relation topics. Available in English or French.

LABOUR CANADA

A Survey of Part-Time Employment in Federally Regulated Industries. Volume 1

Frequency	Monograph
Reference period	1983-1985.
Publication date	July 1986.
Source of information	A survey of federally regulated employers conducted by Hay Management Consultants.
Industry coverage	Five industries are covered: Finance; Communications; Transportation; Grain; Crown Corporation not elsewhere classified.
Occupational coverage	Eight major occupational groups: 1) Supervisors; 2) Professional/Technical; 3) Clerical Office Employees; 4) Sales; 5) Services; 6) Blue Collar Employees; 7) Transport Equipment Operators; and 8) Other.
Geographic coverage	Canada-wide.
Published by	Bureau of Labour Information, Labour Canada, Ottawa, K1A 0J2.
Cost	Free.
Summary	The first volume of a 2 part report which focuses on the availability and cost of six fringe benefits to part-time employers in federally regulated industries. The fringe benefits include: life insurance; Dental insurance; Extended health care; Short-term disability insurance; Long-term Disability insurance; and Pension Plans. Three categories of Part-time Employees are identified: Permanent; Seasonal; and Temporary/casual.

LABOUR CANADA

A Survey of Part-Time Employment in Federally Regulated Industries. Volume 2

Frequency	Monograph
Reference period	1985.
Publication date	September 1986.
Source of information	A survey of federally regulated employees conducted by Hay Management Consultants.
Industry coverage	Five industries are covered: Finance; Communications; Transportation; Grain; Crown Corporation not elsewhere classified.
Occupational coverage	Eight major occupational groups: 1) Supervisors; 2) Professional/Technical; 3) Clerical Office Employees; 4) Sales; 5) Services; 6) Blue Collar Employees; 7) Transport Equipment Operators; and 8) Other.
Geographic coverage	Canada-wide.
Published by	Bureau of Labour Information, Labour Canada, Ottawa, K1A 0J2.
Cost	Free.
Summary	Provides information from a survey of part-time employees in federally regulated companies including work history, current employment status, work schedules, and various socio-demographic characteristics. The focus centres on the demand created for the six employee benefits outlined in Volume 1.

LABOUR CANADA

Directory of Labour Organizations in Canada

Frequency	Annual.
Reference period	January 1st of each year.
Publication date	Summer following reference period.
Source of information	Information obtained through a survey of unions conducted by Labour Canada.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Canada-Wide (and locals by province).
Published by	Bureau of Labour Information, Labour Canada, Ottawa, Ontario, K1A 0J2.
Cost	$10.00
Summary	Contains a summary, statistical data on union membership, and an alphabetical list of unions, congresses, and other labour organizations. Also included are the names and addresses of principal officers, titles of union publications, upcoming conventions and geographic distribution of local union branches in Canada. (Bilingual)

LABOUR CANADA

Major Wage Settlements

Frequency	Quarterly.
Reference period	Most recent quarter.
Publication date	Six weeks following reference period.
Source of information	Collective agreement settlements covering 500 or more workers.
Industry coverage	All industries. Tabulations cover (1) Manufacturing; (2) Non-Manufacturing; (3) Commercial; (4) Non-Commercial (5) Public Sector; and (6) Private Sector.
Occupational coverage	Nil.
Geographic coverage	Canada-wide.
Published by	Bureau of Labour Information, Labour Canada, Ottawa, K1A 0J2.
Cost	Free.
Summary	This bilingual report provides information on (1) trends in base rates of pay under all major agreements currently in force; (2) base rate increases in contracts settled during the quarter; and (3) increases for agreements with and without a cost-of-living clause. Also contains information on settlements by jurisdiction. (Bilingual)

LABOUR CANADA

Provisions in Major Collective Agreements

Frequency	Annual.
Reference period	Year ending as of July.
Publication date	October
Source of information	Collective agreements on file with Labour Canada.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Canada-Wide
Published by	Bureau of Labour Information, Labour Canada, Ottawa, Ontario, K1A 0J2.
Cost	Free
Summary	Includes statistics on 91 substantive collective agreement provisions with separate data breakdowns for 20 manufacturing and 17 non-manufacturing industry divisions. (Bilingual)

LABOUR CANADA

Strikes and Lockouts in Canada

Frequency	Annual
Reference period	Each calendar year
Publication date	Summer following reference period.
Source of information	Employment and Immigration Canada and the provincial departments of Labour.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Canada-Wide and by jurisdiction.
Published by	Bureau of Labour Information, Labour Canada, Ottawa, Ontario, K1A 0J2
Cost	$5.50
Summary	Provides tables containing statistics on work stoppages by industry, by jurisdiction, by month, by contract status, by number of workers involved, by person days not worked and by duration in working days. Also included is a list of work stoppages involving 100 or more workers. (Bilingual)

LABOUR CANADA

Union Codes 1986

Frequency	Annual
Reference period	Summer of each year.
Publication date	Summer of following year.
Source of information	Labour Data Branch
Industry coverage	All industries
Occupational coverage	Nil
Geographic coverage	Canada-Wide
Published by	Bureau of Labour Information, Labour Canada, Ottawa, Ontario, K1A 0J2
Cost	Free
Summary	This document provides three digit numeric codes for all international and national unions included in Part I of the 1986 Directory of Labour Organizations in Canada. It includes a single separate code for the independent local organizations listed in Part II of the Directory and for the directly chartered locals of each congress. (Bilingual)

LABOUR CANADA

Wages and Working Conditions in Canada

Frequency	Annual.
Reference period	October 1st of each year
Publication date	Summer following reference period.
Source of information	Based on a survey of establishments in Canada with 20 or more employees conducted by Labour Canada.
Industry coverage	Over 53 industries covered.
Occupational coverage	Selected occupations of each industry and a selection of cross-industry occupations (approximately 700 in total).
Geographic coverage	Canada-Wide and for 22 major communities in Canada.
Published by	Bureau of labour Information, Labour Canada, Ottawa, Ontario, K1A 0J2.
Cost	$17.95
Summary	A series of reports on wage rates and standard hours of work for a large number of cross-industry and specific industry occupations. (Bilingual)

*N.B.: The 1985 publication will be the last one in the series.

LABOUR CANADA

Women in the Labour Force

Frequency	Annual.
Reference period	Most current information available.
Publication date	Spring.
Source of information	Information obtained from Labour Canada, CEIC, Health & Welfare and Statistics Canada.
Industry coverage	Industry Coverage: Information provided for 10 major classifications: 1) Agriculture; 2) Other Primary industries; 3) Manufacturing; 4) Construction; 5) Transportation, Communications and other utilities; 6) Trade; 7) Finance and insurance; 8) Service; 9) Public Administration; and 10) Unclassfied;
Occupational coverage	Nil.
Geographic coverage	Canada-Wide, and by Province.
Published by	Women's Bureau, Labour Canada, Ottawa, K1A 0J2.
Cost	Free

LABOUR CANADA

Women in the Labour Force

Summary

The report is divided into 5 sections: labour force participation, earnings and income, education, benefits, and unionization. Section I examines the continuing exodus of women from the home and into the labour force. Section II examines the earnings and income of women and men. Section III deals with data on university and community college enrollment and degrees. Section IV illustrates the relationships of employment benefits received by men and by women. The final section examines the representation of women as a per cent of total unionization.

PAY RESEARCH BUREAU

Report on Salaries

Frequency	Semi-annual.
Reference period	Winter, Summer.
Publication date	June, November.
Source of information	Based on data collected by the Pay Research Bureau's "Automated Compensation Data System", which is designed to collect salary data in punched card form on employees of participating organizations who have duties and responsibilities similar to those in the federal public service.
Industry coverage	Mining, Manufacturing, Transport and Communication, Public Utilities, Trade, Finance and Insurance, Services, Provincial Governments.
Occupational coverage	Covers occupational classes found in the Scientific and Professional, Administrative, Technical, Administrative Support and Operational categories in the Public Service of Canada.
Geographic coverage	Regions: Atlantic; Quebec; Ontario; Prairies; British Columbia. Metropolitan areas (for selected classes only): Halifax, Montreal, Ottawa-Hull, Toronto, Winnipeg, Calgary, Edmonton, Vancouver, other urban areas.
Published by	Pay Research Bureau, Public Service Staff Relations Board, Ottawa. (Restricted: Not for publication or redistribution).
Cost	Free.

PAY RESEARCH BUREAU

Report on Salaries

Summary

Information in this report includes annual rates of pay stated as mean rates, medians, quartiles, and deciles for Canada by job class and level. Where sufficient survey observations permit, regional and industrial rates of pay are similarly presented. For classes where the employment market is substantially local in character, metropolitan area tables are included. For professional and administrative classes, tables are presented which relate rates of pay with the number of years since Bachelor graduation. For all classes, tables reporting hours of work and collective agreement coverage are published. Available in English or French.

Anticipated Recruiting Rates for University and Community College Graduates

Frequency	Annual.
Reference period	Year following publication.
Publication date	December.
Source of information	Based on a telephone survey of organizations.
Industry coverage	Survey covers a range of industries. No industry breakdown.
Occupational coverage	No specific occupational coverage. Data are provided for various engineering, science, arts, and commerce and business administration graduates.
Geographic coverage	Canada-wide.
Published by	Pay Research Bureau, Public Service Staff Relations Board, Ottawa.
Cost	Free.
Summary	The survey results are presented, with commentary, in three tables. Table 1 presents data on the anticipated recruiting rates for university graduates by discipline. Tables 2 and 3 present similar information for University Masters graduates and community college graduates respectively. Available in English or French.

PAY RESEARCH BUREAU

Actual Recruiting Rates for University and Community College Graduates

Frequency	Annual.
Reference period	Year of publication.
Publication date	August.
Source of information	Organizations surveyed for the Bureau's report "Anticipated Recruiting Rates for University and Community College Graduates."
Industry coverage	Survey covers a range of industries. No industry breakdown.
Occupational coverage	No specific occupational coverage. Data are provided for various technologies, engineering, science, arts, and commerce and business administration graduates.
Geographic coverage	Canada-wide.
Published by	Pay Research Bureau, Public Service Staff Relations Board, Ottawa.
Cost	Free.
Summary	The survey results are presented in three tables. Table 1 presents data on the actual recruiting rates for university graduates, by discipline. Tables 2 and 3 present similar information for university Masters graduates and community college graduates respectively. Available in English or French.

PAY RESEARCH BUREAU

Employee Benefits and Working Conditions in Canada

Frequency	Biennial.
Reference period	February, odd-numbered years.
Publication date	December, reference year.
Source of information	Based on sample survey, covering establishments representative of all major industry groups except Agriculture, Forestry, Fishing and Trapping, and Construction. Establishments with at least 20 employees were arranged in descending order of total number of employees. From these listings, the first 75% of the employees with their corresponding establishments were retained for the purpose of selecting a sample.
Industry coverage	No industry breakdown.
Occupational coverage	Nil.
Geographic coverage	Canada-wide.
Published by	Pay Research Bureau, Public Service Staff Relations Board, P.O. Box 1525, Station B, Ottawa, K1P 5V2
Cost	Free.
Summary	Highlights of studies on the incidence, characteristics and expenditures pertaining to Employee Benefits and Working Conditions in Canada. Categories analyzed are group life insurance, health insurance, salary continuation plans, paid time away from duty, pensions, hours of work, premium hours and financial benefits. (Available in English or French).

PAY RESEARCH BUREAU

Benefits and Working Conditions in the Public Service of Canada

Frequency	Occasional.
Reference period	October 1985.
Publication date	October 1985.
Source of information	Based on federal Public Service collective agreements and information provided by federal departments.
Industry coverage	Public Service of Canada.
Occupational coverage	Nil.
Geographic coverage	Canada-wide.
Published by	Pay Research Bureau, Public Service Staff Relations Board, Ottawa.
Cost	Free.
Summary	Describes the benefits and working conditions applying to about 245,000 employees of various federal departments, agencies, boards and commissions. Specific provisions described are (1) Insured benefits and pension plans; (2) Absences from work; (3) Premiums, pay guarantees, and awards; (4) Severance pay; (5) Hours of work and attendance control; (6) Union activities and grievances; (7) Training and development; (8) Transportation and travel; (9) Provisions applying to the executive category; and (10) Other provisions. Available in English or French.

STATISTICS CANADA

Canadian Statistical Review (Cat. no. 11-003)

Frequency	Monthly, with weekly and annual supplements.
Reference period	Latest month for which information is available.
Publication date	About one month following reference period.
Source of information	Statistics Canada publications.
Industry coverage	Includes breakdowns by industry for some labour series.
Occupational coverage	Nil.
Geographic coverage	Canada with breakdown by province.
Published by	CANSIM Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	Annual subscription: $200. Single copy: $20.
Summary	Summarizes Statistics Canada reports, reference papers and other releases. Includes sections on labour and prices. Labour section includes data on wages and salaries, hourly earnings, hours of work, the labour force and work stoppages. Available in English or French.

STATISTICS CANADA

Farm Wages in Canada (Cat. no. 21-002)

Frequency	Quarterly.
Reference period	February, May, August and November.
Publication date	April, July, October and January.
Source of information	Based on survey.
Industry coverage	Agriculture.
Occupational coverage	Hired farm help.
Geographic coverage	Data are presented for Canada, the Maritimes, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia.
Published by	Agriculture Statistics Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$28.00 a year; $7.00 a copy.
Summary	Contains average wage rates by the hour, day and month with and without board for the current year as well as the two previous years. Bilingual.

STATISTICS CANADA

Motion Picture Production (Cat. no. 63-206)

Frequency	Annual.
Reference period	One year.
Publication date	About 18 months after the end of reference year.
Source of information	Mail-back questionnaire.
Industry coverage	Film industry.
Occupational coverage	Motion picture employees.
Geographic coverage	Canada.
Published by	Merchandising and Services Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$20.00 per year.
Summary	Presents statistics on employee salaries and wages in film production, videotape production, motion picture laboratory operations and production services. Bilingual.

STATISTICS CANADA

Retail Chain and Department Stores (Cat. no. 63-210)

Frequency	Annual.
Reference period	One year.
Publication date	About 18 months after the end of reference year.
Source of information	A monthly retail trade sampling.
Industry coverage	Chain and department stores.
Occupational coverage	Employees of chain and department stores.
Geographic coverage	Canada with provincial breakdown as well as selected locality breakdown.
Published by	Merchandising and Services Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$25.00 per year.
Summary	Contains salary and wage figures in Canada from 1930-80 for grocery, variety, drug, shoe, department and women's clothing stores. Bilingual.

STATISTICS CANADA

Campus Book Stores (Cat. no. 63-219)

Frequency	Annual.
Reference period	Academic year.
Publication date	About 8 months after reference period.
Source of information	Annual survey.
Industry coverage	Book stores.
Occupational coverage	Employees of book stores.
Geographic coverage	For Canada and selected provinces.
Published by	Merchandising and Services Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$15.00 per year.
Summary	Provides gross annual payroll and number of employees for campus book stores for the three most recent reference years by province or by region. Bilingual.

STATISTICS CANADA

Merchandising Businesses Survey: Wholesale Merchants (Cat. no. 63-601)

Frequency	Biennial.
Reference period	Odd-numbered years.
Publication date	Approximately 30 months after reference period.
Source of information	Merchandising Business Survey.
Industry coverage	Wholesale merchant establishments.
Occupational coverage	Nil.
Geographic coverage	Canada.
Published by	Merchandising and Services Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$6.00 an issue.
Summary	Presents data on salaries and wages by kind of business for wholesale merchants. Bilingual.

STATISTICS CANADA

Employment, Earnings and Hours (Cat. no. 72-002)

Frequency	Monthly.
Reference period	One month plus comparison to previous month.
Publication date	Five months after the end of reference period.
Source of information	Survey on employment, payrolls and manhours.
Industry coverage	Manufacturing, Forestry, Construction, Mining, Transportation, Communications, Trade and Finance.
Occupational coverage	Employees of above industries.
Geographic coverage	Canada by province and selected urban areas.
Published by	Labour Division, Statistics Canada, Ottawa.
Available from	Publication Sales and Services, Ottawa K1A OT6.
Cost	$350.00 a year; $35.00 a copy.
Summary	Contains average weekly and hourly earnings by industry for salaried employees and for wage earners. Bilingual.

STATISTICS CANADA

Estimates of Labour Income (Cat. no. 72-005)

Frequency	Quarterly.
Reference period	March, June, September, December.
Publication date	Three months after reference period.
Source of information	Administrative records, censuses and sample surveys.
Industry coverage	Agriculture, Fishing, Trapping, Forestry, Mining, Manufacturing, Construction, Transportation, Communications, Trade, Finance, Education, Hospitals, Religious Organizations, Public, Provincial, Local and Federal Administration and Private Households.
Occupational coverage	Employees of above.
Geographic coverage	Canada and provinces.
Published by	Labour Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$60.00 a year; $15.00 a copy.
Summary	Provides monthly data on labour income, wages and salaries, (adjusted as well as unadjusted) by industry with annual totals for six years. Bilingual.

STATISTICS CANADA

Trusteed Pension Plans Financial Statistics (Cat. no. 74-201)

Frequency	Annual.
Reference period	One year.
Publication date	About six months after end of reference period.
Source of information	Survey of trusteed pension funds.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Canada.
Published by	Labour Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0V7.
Cost	$35.00 per year.
Summary	Presents information on financial aspects of trusteed pension plans. Percentage paid by contributors (employee versus employer) for the public and private sectors. Bilingual.

STATISTICS CANADA

Pension Plans in Canada (Cat. no. 74-401)

Frequency	Biennial.
Reference period	Even-numbered years.
Publication date	About 15 months following end of reference year.
Source of information	Based on material from a data bank on private pension plans.
Industry coverage	Major industries in public and private sector.
Occupational coverage	Nil.
Geographic coverage	Canada-wide.
Published by	Labour Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$7.75 an issue.
Summary	Provides details on the following characteristics of pension plans: provincial distribution of members; industrial distribution; plans and coverage; eligibility; integration with other plans; benefit rates; employee contributions; retirement age; and death benefits. Bilingual.

STATISTICS CANADA

Salaries and Qualifications of Teachers in Public Elementary and Secondary Schools (Cat. no. 81-202)

Frequency	Annual.
Reference period	Academic year.
Publication date	About eight months after end of reference period.
Source of information	Annual survey of provincial departments of education.
Industry coverage	Public Elementary and Secondary Schools.
Occupational coverage	Full-time public school instructional, supervisory and administrative personnel and board staff as well as part-time educators, supervisory and consultant personnel (e.g., superintendents, directors, social workers...)
Geographic coverage	Canada and by province.
Published by	Education, Science and Culture Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$20.00 per year.
Summary	Contains statistics on salaries of educators by teaching level and sex for all provinces by type of school and years of experience.

STATISTICS CANADA

Teachers in Universities (Cat. no. 81-241)

Frequency	Annual.
Reference period	Academic year.
Publication date	About 20 months after end of reference period.
Source of information	Annual survey.
Industry coverage	Universities.
Occupational coverage	Teachers in universities.
Geographic coverage	Canada and selected regions.
Published by	Education, Science and Culture Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$20.00 per year.
Summary	Presents salaries of university teachers by rank, region, sex, field, country of degree, citizenship, age, qualifications, and years since appointment. Bilingual.

STATISTICS CANADA

Educational Staff of Community Colleges and Vocational Schools (Cat. no. 81-254)

Frequency	Annual.
Reference period	Academic year.
Publication date	About one year after reference period.
Source of information	Survey.
Industry coverage	Community colleges and public trade schools.
Occupational coverage	Full-time educational staff and senior institutional staff.
Geographic coverage	Canada and all provinces except Quebec.
Published by	Education, Science and Culture Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$20.00 per year.
Summary	Contains data on salaries, experience, education, age, sex, origin, level of instruction and provincial certification requirements. Bilingual.

STATISTICS CANADA

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities (Cat. no. 81-258)

Frequency	Annual.
Reference period	Academic year.
Publication date	Preliminary - February/Supplementary - July/Regular - September.
Source of information	Survey.
Industry coverage	Universities.
Occupational coverage	Full-time teachers.
Geographic coverage	Canada and provinces.
Published by	Education, Science and Culture Division, Statistics Canada.
Available from	Publication Sales and Services, Ottawa K1A 0T6.
Cost	$15.00.
Summary	Provides salary statistics and salary scales of university teachers by rank and by institution. Bilingual.

HEALTH AND WELFARE CANADA

Earnings of Physicians in Canada.

Frequency	Occasional.
Reference period	Covers information from 1946 to 1982.
Publication date	April 1985.
Source of information	Taxation, Revenue Canada
Industry coverage	Nil.
Occupational coverage	Tables give earnings of physicians, lawyers, dentists, accountants, and engineers and architects.
Geographic coverage	By Province.
Published by	Health Information Division, Information Systems Directorate, Policy, Planning and Information Branch, Health and Welfare Canada, Ottawa.
Cost	Free.
Summary	Provides information on physicians' earnings by province along with 4 other professional occupations.

HEALTH AND WELFARE CANADA

Salaries and Wages in Canadian Hospitals

Frequency	Occasional.
Reference period	1970 to 1979; 1979 to 1981 and 1981 to 1982 covered by two supplementary bulletins.
Publication date	September 1980; 1st supplementary bulletin published in May 1982; 2nd supplementary bulletin published in February 1986.
Source of information	The primary data source is the Labour Canada annual survey of salary rates in hospitals.
Industry coverage	Hospitals.
Occupational coverage	47 selected non-supervisory hospital occupations.
Geographic coverage	Data are presented by province.
Published by	Health Information Division, Information Systems Directorate, Policy, Planning and Information Branch, Health and Welfare Canada, Ottawa.
Cost	Free.
Summary	Provides information on earnings trends of non-supervisory personnel in Canadian hospitals. Also compares salary rates in hospitals with the average industrial composite earnings; makes comparisons between provinces and between sexes; analyzes the percentage increases in salary rates in conjunction with the increase in the Consumer Price Index. (Bilingual publication).

NOVA SCOTIA DEPARTMENT OF LABOUR

Collective Bargaining Review.

Frequency	Monthly.
Reference period	Preceding month.
Publication date	One month after reference period.
Source of information	All collective agreements falling under the Trade Union Act.
Industry coverage	All industries under Trade Union Act.
Occupational coverage	All sectors other than construction, civil servants and federal jurisdiction.
Geographic Coverage	Province Wide
Published by	Research Division, Nova Scotia Department of Labour, P.O. Box 697 Halifax, Nova Scotia, B3M 1N5.
Cost	Free.
Summary	The Collective Bargaining Review summarizes information on such matters as wage and non-wage provisions in major collective agreements, wage trends from collective bargaining, strikes and lock-outs, occupational wage rates, working conditions, the organization of union and other bodies, and a calendar of expiring agreements.

NOVA SCOTIA DEPARTMENT OF LABOUR

Compendium of Grievance Arbitration Decisions, 1985

Frequency	Annual.
Reference period	Current year.
Publication date	Spring following reference period.
Source of information	Information is obtained from the arbitrator's reports submitted to the Nova Scotia Department of labour.
Industry coverage	All industries covered under the Trade Union Act.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research Division, Nova Scotia Department of Labour, P.O. Box 697 Halifax, Nova Scotia, B3M 1N5.
Cost	Free.
Summary	This publication contains summaries of grievance arbitration decisions (awards) which have been filed in accordance with amendments in the Trade Union Act effective May 1978. Part I of this publication lists grievance arbitration awards by decision number. All indices are retrospective to include the years 1978 through 1985. For summaries previous to 1985 it is necessary to refer to the appropriate issue for that year.

NOVA SCOTIA DEPARTMENT OF LABOUR

Labour Legislation in Nova Scotia, 1986

Frequency	Occasional.
Reference period	Laws in Force in 1986.
Publication date	Summer 1986.
Source of information	Statutes of Nova Scotia.
Industry coverage	All industries under Nova Scotia provincial jurisdiction.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research Division, Nova Scotia Department of Labour, P.O. Box 697 Halifax, Nova Scotia, B3M 1N5.
Cost	Free.
Summary	This booklet provides a summary and overview of statutes administered by the Nova Scotia Department of Labour and also by the Workers Compensation Board (WCB). The four broad areas that are covered: industrial relations; occupational health and safety; labour standards; and workers compensation. (Statutes are not included).

NOVA SCOTIA DEPARTMENT OF LABOUR

Labour Organizations in Nova-Scotia

Frequency	Annual.
Reference period	Previous year.
Publication date	October.
Source of information	Information obtained through union surveys.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research Division, Nova Scotia Department of Labour, P.O. Box 697 Halifax, Nova Scotia, B3M 1N5.
Cost	Free.
Summary	Contains a comprehensive directory of full-time business agents and representatives, a directory of labour organizations, and statistics on the growth and distribution of union membership in Nova Scotia.

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NOVA SCOTIA DEPARTMENT OF LABOUR

Negotiated Working Conditions in Nova-Scotia, 1984

Frequency	Biennial (even-years)
Reference period	End of fiscal year.
Publication date	Following year of reference period.
Source of information	Information is obtained from the collective agreements on file with the Nova-Scotia Dept. of Labour.
Industry coverage	Five major sectors not including construction.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research Division, Nova Scotia Department of Labour, P.O. Box 697 Halifax, Nova-Scotia, B3M 1N5.
Cost	Free.
Summary	Contains information from selected provisions from collective agreements that were in effect in Nova Scotia during the calendar year. All industrial sectors except construction are included.

NOVA SCOTIA DEPARTMENT OF LABOUR

Wage Rates, Salaries and Hours of Labour in Nova Scotia

Frequency	Annual.
Reference period	Last pay period prior to October 1.
Publication date	Following year.
Source of information	Based on data collected in the annual survey of wages and working conditions conducted by the Canada Department of Labour in co-operation with the Nova Scotia Department of Labour. Generally included are all establishments having 20 or more employees. However, returns from establishments having eight or more employees are included for certain industries.
Industry coverage	Industries which pass the confidentiality requirements of having at least five employees in the occupation in three establishments or ten or more employees in two establishments.
Occupational coverage	(1) office occupations; (2) maintenance trades, service occupations, and general labourers; (3) specific industry occupations.
Geographic coverage	Province-wide. Wage and salary information is also given for 17 counties and six urban areas.
Published by	Research Division, Nova Scotia Department of Labour, P.O. Box 697, Halifax, N.S. B3M 1N5.
Cost	Free.
Summary	Contains statistical tables on occupational wages and salaries by industry, by county and industry, and by urban area and industry. Also includes tables on inter-county, inter-urban, and inter-industry wage trends, and comparisons by size of establishment. Wage and salary information includes average and predominant wage.

NEW BRUNSWICK DEPARTMENT OF LABOUR

Arbitration Awards in New Brunswick

Frequency	Quarterly.
Reference period	Previous Quarter to publication date.
Publication date	3 months following reference period.
Source of information	Information is obtained from the arbitrators reports submitted to the New Brunswick department of labour.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research Evaluation Branch, Labour and Employment Division, New Brunswick department of Labour, P.O. Box 6000 Fredericton, E3B 5H1.
Cost	$16 per year.
Summary	These arbitration awards identify the names of the bargaining agent and the employer with a summary of grievance award decisions. English/French.

NEW BRUNSWICK DEPARTMENT OF LABOUR

Directory of Labour Organizations in New Brunswick

Frequency	Annual.
Reference period	Current year.
Publication date	Summmer of reference period.
Source of information	Annual Survey of unions in New Brunswick.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research Evaluation Branch Labour and Employment Division, New Brunswick Department of Labour, P.O. Box 6000, Fredericton, E3B 5H1.
Cost	$4.50
Summary	Contains information on statistics on union membership in New Brunswick; directories of locals of international and national unions, and of independent local organizations; listings of the principal officers of the C.L.C., the New Brunswick Federation of Labour, and of various labour and trades councils.

NEW BRUNSWICK DEPARTMENT OF LABOUR

Negotiated Settlements in New Brunswick

Frequency	Quarterly.
Reference period	Previous quarter to publication date.
Publication date	3 months following reference period.
Source of information	Collective agreements on file with the New Brunswick Department of Labour.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research Evaluation Branch, Labour and Employment Division New Brunswick Department of Labour, P.O. Box 6000 Fredericton, E3B 5H1.
Cost	$7.00 per year.
Summary	A detailed summary of settlements of new collective agreements. Included are monetary and non-monetary issues, and wage rates and increases. English/French.

QUEBEC MINISTRY OF LABOUR

Conditions de Travail contenues dans les conventions collectives, Québec, 1985

Frequency	Annual.
Reference period	Agreements in force as of publication date.
Publication date	Summer.
Source of information	1409 collective agreements, covering 137,078 employees.
Industry coverage	No industry breakdown.
Occupational coverage	All employees covered by agreements.
Geographic coverage	Quebec.
Published by	Quebec Ministry of Labour. 425 rue St. Amable, Quebec, G1R 4Z1.
Cost	$10.95
Summary	Provides a statistical summary of approximately 200 collective agreement provisions in 10 broad areas. Areas covered are union membership, job security, wage practices, premium pay and allowances, pay for time not worked, technological change, sick pay, insured benefits, work schedules, and miscellaneous working conditions. Tables show the number and percentage of agreements containing each provision and the number and percentage of employees covered.

QUEBEC MINISTRY OF LABOUR

Le Marché du Travail

Frequency	Monthly.
Reference period	Current information available each month.
Publication date	Beginning of each month.
Source of information	Collective Agreements on file with the Quebec Ministry of Labour, the consumer price Index (C.P.I.), and Statistics Canada.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Québec Ministry of Labour 425 rue Saint-Amable, 2e étage, Québec, P.Q., G1R 4Z1.
Cost	$36.00 per year or $3.75 per issue.
Summary	Provides monthly information on labour and manpower, negotiated settlements, expiring collective agreements, the wage and price index, industrial relations studies and research, and labour relations issues.

QUEBEC: CONSEIL DU TRESOR

Rémunération des Cadres

Frequency	Annual.
Reference period	July.
Publication date	Two months following reference period.
Source of information	Survey of Quebec employers.
Industry coverage	(1) Forestry, Mining, Manufacturing; (2) Transportation, Communication and Utilities; (3) Trade, Finance and Services; (4) Public Administration.
Occupational coverage	(1) General Managers; (2) Personnel and Industrial Relations Managers; (3) Financial Management; (4) Research Directors; (5) Public Relations Managers; (6) Managers, Support Services; (7) Legal Directors; (8) Engineering Directors and Managers.
Geographic coverage	Province-wide.
Published by	Service des enquêtes du secretariat du Conseil du trésor, Gouvernement du Québec, Québec.
Cost	Distribution restricted to survey participants.
Summary	Provides information on managerial salaries in private and public organizations in Quebec. Includes data on minimum salary, base salary (excluding bonuses, etc.), maximum normal salary, maximum merit salary, and actual average salary, by job class.

ONTARIO MINISTRY OF LABOUR

Collective Agreement Expirations

Frequency	Annual.
Reference period	Coming year.
Publication date	January of reference period.
Source of information	Based on agreements on file in the Ministry's collective agreements library as of November 30, previous year.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research and Analysis Branch, Ontario Ministry of Labour, 11th Floor, 400 University Avenue, Toronto, Ontario, M5G 1S6.
Cost	Free.
Summary	The report consists of four tables. Part A of Table 1 shows the total number of all agreements expiring by industry and month of expiration and Part B shows the number of employees who will be affected. Table 2 gives a distribution of the total expirations by industry and size of bargaining unit. Table 3 lists only those agreements covering 200 or more employees by month of expiration and Table 4 lists them by industry.

ONTARIO MINISTRY OF LABOUR/LABOUR CANADA

Collective Bargaining Settlements and Negotiations in Ontario

Frequency	Monthly.
Reference period	Month in which agreements are settled.
Publication date	Approximately 2 months following reference period.
Source of information	Settlement reports filed with the Ontario Ministry of Labour and Labour Canada. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry reports on non-construction situations covering 200-499 employees and on all construction situations covering 200 or more employees.
Industry coverage	All industries.
Occupational coverage	Settlement information includes wage rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman.
Geographic coverage	Province-wide.
Published by	Ontario Ministry of Labour/Labour Canada.
Available from	Research and Analysis Branch, Ontario Ministry of Labour, 400 University Avenue, 11th Floor, Toronto, Ontario, M5G 1S6.
Cost	Free.
Summary	Summarizes highlights of recent collective agreement settlements in Ontario. Settlements are classified by industry and show the name and location of the employer, the name and affiliation of the union, and the number of employees covered. Other settlement details include duration of negotiations, duration of agreement, and stage of settlement. The report also provides listings of negotiations in progress and of upcoming expirations.

ONTARIO MINISTRY OF LABOUR

Hours, Wages and Related Payments in the Ontario Construction Industry

Frequency	Annual.
Reference period	Period covered by collective agreements in force in January.
Publication date	January, reference year.
Source of information	Approximately 200 collective agreements on file.
Industry coverage	Building, Road, Sewer and Watermain, and Tunnel construction.
Occupational coverage	A selection of thirty-six occupations in the industry.
Geographic coverage	Data are classified by the 36 principal cities (of 15,000 population or more) in Ontario.
Published by	Research and Analysis Branch, Ontario Ministry of Labour, 11th Floor, 400 University Avenue, Toronto, Ontario, M5G 1S6.
Cost	Free.
Summary	Summarizes wage rates and fringe benefits established by collective agreements that apply to construction work in Ontario. The data cover straight-time hourly wage rates; employer payments for vacations, health and welfare, pensions, supplemental unemployment benefits and special funds; daily and weekly hours paid at straight-time rates; daily, Saturday, Sunday, and holiday overtime rates; shift premiums; paid work breaks; and guaranteed payments.

ONTARIO MINISTRY OF LABOUR

Wage Developments in Collective Bargaining Settlements in Ontario

Frequency	Quarterly.
Reference period	Latest quarter for which information available.
Publication date	Three to four months following reference period.
Source of information	Based on monthly report on settlements, covering 200 or more workers, prepared jointly by Labour Canada and the Ontario Ministry of Labour.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research and Analysis Branch, Ontario Ministry of Labour, 11th Floor, 400 University Avenue, Toronto, Ontario, M5G 1S6.
Cost	Free.
Summary	Summarizes changes in base wage rates in Ontario collective agreement settlements. Wage information includes per cent increases and cents per hour increases, classified by industry and duration of agreement. Separate tabulations are shown for agreements with and without a cost-of-living clause.

EDUCATION RELATIONS COMMISSION

The Bargaining Process and Mediation

Frequency	Monograph.
Publication date	1983.
Source of information	Research and Development conducted by the Education Relations Commission.
Industry coverage	Nil.
Occupational coverage	Nil.
Geographic coverage	Nil.
Published by	Research Services, Education Relations Commission, 111 Avenue Road, Suite 400, Toronto, Ontario, M5R 3J8.
Cost	Free.
Summary	The Bargaining Process and Mediation is an excellent review of the various approaches to collective bargaining and labour mediation, and a comprehensive inventory of commonly used strategies and tactics. The reader will find condensed in this report a wide range of ideas on bargaining and mediation from the traditional, adversarial style of bargaining to the more recent problem solving and other collaborative methods; from tips on how mediators conduct meetings, to strategies and tactics they use to apply pressure on the parties to avoid or end a strike/lock-out. (135 p.)

EDUCATION RELATIONS COMMISSION

Teacher/Board Collective Agreements: Individual Summaries

Frequency	Bi-Monthly.
Reference period	Current agreement year.
Publication date	Published and updated during agreement year.
Source of information	Collective agreements filed with the Commission.
Industry coverage	Elementary and Secondary Boards of Education, County and District Combined R.C.S.S. Boards and other school boards.
Occupational coverage	Teachers, by category, plus principals and vice-principals.
Geographic coverage	Province-wide.
Published by	Research Services, Education Relations Commission, Suite 400, 111 Avenue Road, Toronto, M5R 3J8.
Cost	Free.
Summary	Presents data and information relating to salaries, employee benefits, leaves and other working conditions for each Teacher/Board collective agreement in Ontario.

EDUCATION RELATIONS COMMISSION

Historical Analysis of Collective Agreements (Monograph Series, no. 26)

Frequency	Occasional.
Reference period	1975-76 to 1981-82.
Publication date	September 1982.
Source of information	Collective agreements filed with the Commission for each agreement year.
Industry coverage	Elementary, Secondary and R.C. Separate Schools.
Occupational coverage	Teachers.
Geographic coverage	Ontario.
Published by	Research Services, Education Relations Commission, Suite 400, 111 Avenue Rd., Toronto. M5R 3J8.
Cost	Free.
Summary	Presents a number of trend analyses for selected provisions covering certification methods, salaries, allowances, insured benefits, leaves and other working conditions. These trend analyses are carried out for Elementary, Secondary and RCSS agreements separately. Available in English or French.

EDUCATION RELATIONS COMMISSION

Interest Arbitration: (Monograph Series, Number 27)

Frequency	Occasional.
Reference period	1975 to 1982.
Publication date	September 1982.
Source of information	Interest arbitration awards filed with the commission
Industry coverage	Elementary, Secondary and R.C. separate schools.
Occupational coverage	Teachers.
Geographic coverage	Ontario.
Published by	Research Services, Education Relations Commission, 111 Avenue Road, Suite 400, Toronto, Ontario, M5R 3J8.
Cost	Free.
Summary	This monograph relates in both summary fashion and through exerpts, the nature of the interest arbitration process based upon an examination of nearly all interest arbitration awards issued in accordance with The School Boards and Teachers Collective Negotiations Act.

EDUCATION RELATIONS COMMISSION

Leave Provisions (Monograph Series, no. 29)

Frequency	Occasional.
Reference period	1975 to 1982.
Publication date	September 1982.
Source of information	Collective agreements filed with the Commission.
Industry coverage	Elementary, Secondary and R.C. Separate Schools.
Occupational coverage	Teachers.
Geographic coverage	Ontario.
Published by	Research Services, Education Relations Commission, Suite 400, 111 Avenue Rd., Toronto. M5R 3J8.
Cost	Free.
Summary	Contains information on the incidence of various leave provisions in teacher collective agreements. Leave provisions analyzed are sabbatical/education improvements; extended absence; maternity; adoption; paternity; federation business; negotiations; compassionate/bereavement. For some of these, details beyond whether or not a provision is contained within the collective agreement are provided. Available in English or French.

EDUCATION RELATIONS COMMISSION

Weighted On-Grid Average Salaries (Monograph Series, Number 31)

Frequency	Occasional.
Reference period	1981/82 and 1982/83 agreement years.
Publication date	April 1983.
Source of information	Agreements on file with the Commission.
Industry coverage	Elementary, Secondary and R.C. separate schools.
Occupational coverage	Teachers.
Geographic coverage	Province-wide.
Published by	Research Services, Education Relations Commission, Suite 400, 111 Avenue Road, Toronto, M5R 3J8.
Cost	Free.
Summary	Presents information on weighted average salaries of teachers and distribution of full-time equivalent teaching staff by category, years of experience and type of school board. Available in English or French.

EDUCATION RELATIONS COMMISSION

Insured Benefits and Retirement Gratuities (Monograph Series, Number 32)

Frequency	Occasional.
Reference period	1982/83 agreement year.
Publication date	June 1983.
Source of information	169 agreements in force as of the date of publication.
Industry coverage	Elementary, Secondary and R.C. separate schools.
Occupational coverage	Teachers.
Geographic coverage	Ontario.
Published by	Research Services, Education Relations Commission, 111 Avenue Road, Suite 400, Toronto, M5R 3J8.
Cost	Free.
Summary	Provides information on insured fringe benefits and retirement gratuities for each teacher negotiating unit in Ontario. Detail on insured benefits includes present school board subsidization for OHIP, extended health, dental plan, LTD, and group insurance, plus information about ceiling to basic coverage, additional coverage option and benefit limitations. Information on retirement gratuities includes whether or not tied to cumulative sick leave, whether payable only upon superannuation etc., minimum and continuous years of service to qualify. Available in English or French.

EDUCATION RELATIONS COMMISSION

Compensation Statistics: (Monograph Series, Number 33)

Frequency	Occasional.
Reference period	1982/83 agreement year.
Publication date	October 1983.
Source of information	(a) 1979-80 collective agreements filed with the Commission; (b) June 1983 Board Report of the Ministry of Education; and a January 1983 survey on grid distribution.
Industry coverage	Elementary, Secondary and R.C. separate schools.
Occupational coverage	Teachers.
Geographic coverage	Ontario.
Published by	Research Services, Education Relations Commission, Suite 400, 111 Avenue Road, Toronto, M5R 3J8.
Cost	Free.
Summary	Provides data for each of 199 negotiating units on average on-grid and average off-grid salaries, average expenditure per recipient for responsibility and other allowance payments, average expenditure per employee for various insured and non-insured benefits, and average overall compensation per employee. Available in English or French.

EDUCATION RELATIONS COMMISSION

Pupil-Teacher Ratios (Monograph Series, no. 35)

Frequency	Occasional.
Reference period	1976-1983.
Publication date	April 1983.
Source of information	Data furnished in an Ontario Ministry of Education publication entitled "Enrollment and Staff Ratios".
Industry coverage	Elementary, Secondary and R.C. Separate Schools.
Occupational coverage	Teachers.
Geographic coverage	Ontario.
Published by	Research Services, Education Relations Commission, Suite 400, 111 Avenue Rd., Toronto. M5R 3J8.
Cost	Free.
Summary	Presents a six-year statistical profile of the pupil-teacher ratio in Ontario schools. Changes over the period are shown in terms of enrollment, total teachers and pupil-teacher ratio. Statistics are presented for each school board. Available in English or French.

EDUCATION RELATIONS COMMISSION

Final Offer Selection: (Monograph series, Number 36)

Frequency	Occasional.
Reference period	1975 to 1983.
Publication date	June 1984.
Source of information	Awards filed with the Commission.
Industry coverage	Elementary, Secondary and R.C. separate schools.
Occupational coverage	Teachers.
Geographic coverage	Ontario.
Published by	Research Services, Education Relations Commission, Suite 400, 111 Avenue Road, Toronto, Ontario, M5R 3J8.
Cost	Free.
Summary	This publication provides a summary analysis of the limited number of final offer selections rendered in accordance with this dispute resolution procedure as outlined in Part V of The School Boards and Teachers Collective Negotiations Act.

EDUCATION RELATIONS COMMISSION

Teacher/Board Collective Agreement Clause File Series

In addition to its monograph series, which provides statistical information about the prevalence, patterns and characteristics of Teacher/Board collective agreement provisions in Ontario, the Education Relations Commission publishes a clause file series, consisting mainly of extracts from agreements. The following publications have been issued in this series:

(1) Management Rights
(2) Class Size
(3) Pupil Teacher Ratio
(4) Instructional Load: Principals and Vice-Principals
(5) Instructional Load: Teachers
(6) Non-instructional Load Provisions
(7) Surplus/Redundancy
(8) Related Experience Allowances
(9) Vacancy and Transfer Provisions
(10) Pupil Teacher Ratio, 1977-78
(11) Staff Allocation Provisions, 1977-78
(12) Surplus/Redundancy, 1978-79
(13) Cost of Living Provisions, 1978-79
(14) Pupil Teacher Ratio, Class Size and Teacher Instructional Load, 1979-80
(15) Deferred Salary and Early Retirement Incentive Plans, 1980-81
(16) Vacancy and Transfer Provisions, 1980-81
(17) Disciplinary Procedures and Other Provisions Affecting Employment Security, 1980-81
(18) Separation Allowance Provisions, 1980-81
(19) Long-Term Federation Leave Provisions, 1981-82
(20) Instructional and Non-Instructional Load Provisions, 1981-82
(21) Staff Allocation Provisions, 1981-82
(22) Pupil Teacher Ratio Provisions, 1981-82
(23) Class and Size Provisions, 1982-83
(24) Surplus/Redundancy Provisions Related to Positions of Responsibility, 1981-82
(25) Early Retirement Incentive Plan Provisions, 1982-83

These publications are free of charge and are available in English or French, from:

Research Services,
Education Relations Commission,
111 Avenue Road,
Suite 400,
Toronto, Ontario.

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MANITOBA LABOUR

Calendar of Collective Agreement Expirations

Frequency	Annual, with an Addenda produced in mid-year reporting on any additions/changes.
Reference period	Current year.
Publication date	December prior to reference period.
Source of information	Collective agreements on file in the Department.
Industry coverage	All industries (except for teachers).
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research and Planning Branch, Manitoba Labour, Room 409, Norquay Bldg., 401 York Ave., Winnipeg, Manitoba, R3C 0P8.
Cost	Free.
Summary	Lists collective agreement expirations in Manitoba by expiry date, industry, company, union and local, location and bargaining unit size.

MANITOBA LABOUR

The 1985 Collective Agreement Analysis Database Guide.

Frequency	Annual.
Reference period	Collective Agreements in effect January 1st of the current year.
Publication date	Normally October or November of the reference year.
Source of information	Based on a computer analysis of approximately 670 collective agreements on file in the Department which have effective dates of January 1st of the reference year.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research and Planning Branch, Manitoba Labour, Room 409, Norquay Bldg., 401, York Ave., Winnipeg, Manitoba, R3C 0P8.
Cost	Free.
Summary	Contains data broken down by industry on approximately 144 provisions found in collective agreements coming under provincial jurisdiction. Although the report does not examine occupational wage and salary levels it does provide basic background information on prevailing fringe benefits and working conditions found in the unionized sector. The information can be broken down in numerous ways and is available on a request basis via computer database.

MANITOBA LABOUR

Directory of Labour Organizations in Manitoba

Frequency	Biennial
Reference period	Two years following publication.
Publication date	September.
Source of information	Information is obtained from union surveys and Statistics Canada.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research and Planning Branch, Manitoba Labour, Room 409, Norquay Bldg., 401 York Ave., Winnipeg, Manitoba, R3C 0P8.
Cost	Free.
Summary	Provides a convenient reference document of the unions and employee associations operating in the province, and basic statistical information on union membership and affiliation.

MANITOBA LABOUR

Manitoba Labour Relations Information Bulletin

Frequency	Quarterly.
Reference period	Three months period prior to publication date.
Publication date	3 months following reference period.
Source of information	Information is obtained from collective agreements on file with the Research and Planning Branch and Labour Canada, and through Statistics Canada.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Research and Planning Branch, Manitoba Labour, Room 409, Norquay Bldg., 401 York Ave., Winnipeg, Manitoba, R3C 0P8.
Cost	Free.
Summary	Provides a profile of the Manitoba labour relations scene. Topics such as the consumer price index (C.P.I.), wage rate settlements, labour market developments, recent legislation, and highlights of new collective bargaining agreements are covered.

SASKATCHEWAN DEPARTMENT OF LABOUR

Saskatchewan Labour Report

Frequency	Monthly.
Reference period	Latest month for which information available.
Publication date	Approximately two months following reference period.
Source of information	Price, labour force, and wage statistics from Statistics Canada. Information on collective agreement settlements from settlement report forms returned by companies and unions, plus copies of the agreements as they become available.
Industry coverage	Labour force, wage and salary data, and collective agreement information, are shown for major industry groups.
Occupational coverage	Employment data covers major occupational groups. Information on collective bargaining settlements includes wage rate and percentage change for selected occupations in bargaining unit.
Geographic coverage	Province-wide. Average weekly wages and salaries by industry, are given for Regina, Saskatoon, Moose Jaw and Prince Albert.
Published by	Policy Planning and Research Division, Saskatchewan Department of Labour, 1870 Albert St., Regina, S4P 3V7.
Cost	Free.
Summary	Contains information on consumer prices; employment and unemployment; wages and salaries; collective bargaining agreements and work stoppage statistics; Labour Relations Board activities; occasional feature articles; book reviews and labour library acquisitions.

SASKATCHEWAN DEPARTMENT OF LABOUR

Non-Wage Provisions in Saskatchewan Collective Agreements.

Frequency	Annual.
Reference period	Fall.
Publication date	Spring of following year.
Source of information	Agreements filed with the Department of Labour and in effect on October 1.
Industry coverage	Nil.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Policy Planning and Research Division Saskatchewan Department of Labour, 1870 Albert St., Regina, Saskatchewan, S4P 3V7.
Cost	Free.
Summary	Presents data on number of agreements containing specified provisions and working conditions and number of employees covered. The report covers 200 provisions and conditions within 16 major fields. Major fields are (1) Collective agreement information; (2) Management rights and union security; (3) Employee security; (4) Grievance procedure; (5) Days and hours of work; (6) Overtime pay; (7) Premium pay; (8) Statutory holidays; (9) Paid vacation; (10) Pay guarantees; (11) Cost-of-living adjustment provisions; (12) Technological change; (13) Health and Welfare; (14) Occupational health and safety; (15) Leave of absence provisions; (16) Miscellaneous fields.

SASKATCHEWAN DEPARTMENT OF LABOUR

Wages and Working Conditions by Occupation

Frequency	Annual.
Reference period	October, current year.
Publication date	Three months following reference period.
Source of information	Mailed questionnaire to Saskatchewan employers.
Industry coverage	Information is given for 11 industry divisions: Mining, Manufacturing and Processing; Transportation; Communications; Construction; Retail Trade; Finance; Insurance and Real Estate; Health and Education, Other Services; and Public Administration.
Occupational coverage	(1) Professional; (2) Technical and Professional Support; (3) Managerial and Administrative; (4) Clerical; (5) Sales; (6) Operational; (7) Production; (8) Construction Trades; (9) Commercial Services Occupations; (10) Maintenance, Custodial and Miscellaneous; (11) Community Service Occupations.
Geographic coverage	Separate information is published for Regina, Saskatoon, Major Urban, Minor Urban, "rural," and "not specified or province-wide."
Published by	Policy Planning and Research Division Saskatchewan Department of Labour Regina.
Cost	Free.
Summary	Provides information on wage and salary rates, working conditions and employee benefits in Saskatchewan, by occupation, industry, firm size, geographic location, and union/non-union status. Wage rate measures used are the 100% range; the 80% range; median and mean. Working conditions and employee benefits reported on are standard days and hours of work, collective bargaining agreements, statutory and public holidays, and annual vacations.

ALBERTA LABOUR

Alberta Construction Industry: Union Wage and Benefit Report

Frequency	Occasional.
Reference period	Term of current agreements.
Publication date	One month following settlement of current agreements.
Source of information	Collective agreements on file with the Department of Labour.
Industry coverage	Construction. The report is divided into three sections so that data can be shown for each of the major sectors, i.e., Commercial and Industrial; Highway; and Pipeline.
Occupational coverage	160 construction occupations and classifications.
Geographic coverage	Wage rates for different geographic locations are shown where a province-wide agreement is not in effect.
Published by	Planning and Research Branch, Alberta Labour, Room 302, IBM Building, 10808 99 Avenue, Edmonton, Alberta. T5K 0G2.
Cost	Free.
Summary	Provides information on current wage rates and benefits paid to tradesmen in Alberta's construction industry. Benefit information includes employer payments for holiday pay, health and welfare, and pensions.

ALBERTA LABOUR

Collective Bargaining Scene - Labour Fact Book

Frequency	Quaterly.
Reference period	Previous quarter to publication date.
Publication date	One month following end of reference period.
Source of information	Information is obtained from collective agreements on file and through Statistics Canada.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-Wide.
Published by	Research and Planning Branch, Alberta Labour, Room 302, 10808 - 99 Avenue, Edmonton, Alberta, T5K 0G2.
Cost	Free.
Summary	A compilation of current collective bargaining statistical information including percentage change in wages; strike and lockout statistics; C.P.I.; unemployment and average weekly earnings.

Membership in Labour Organizations in Alberta

Frequency	Annual.
Reference period	Previous year.
Publication date	July of following year.
Source of information	Statistic Canada and a separate supplementary survey administered to labour organizations.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-Wide.
Published by	Planning and Research Branch, Alberta Labour, Room 302, 10808 - 99 Avenue, Edmonton, Alberta, T5K 0G2.
Cost	Free.
Summary	Provides membership and other descriptive information on unions in Alberta. Any organization which engages in collective bargaining with the object of concluding a collective agreement is included. Listed are international, national, and provincial unions as well as local employee associations and academic staff associations.

ALBERTA LABOUR

Negotiated Working Conditions in Alberta Collective Agreements.

Frequency	Annual.
Reference period	Current and previous year.
Publication date	March.
Source of information	Collective agreements on file with Alberta Labour.
Industry coverage	Data are presented separately for Mining, Manufacturing, Construction, Transportation, Communications and Utilities, Trade, Service Public Administration, and Industrial Composite.
Occupational coverage	Employees covered by agreements.
Geographic coverage	Alberta.
Published by	Planning and Research Branch, Alberta Labour, Room 302, 10808 - 99 Avenue, Edmonton, T5K 0G2.
Cost	Free.
Summary	Provides information on the number of collective agreements containing specific provisions and the number of employees covered by these. Provisions fall into 14 general categories: General information; Management rights and union security; Seniority; Job opportunities and protection; Grievance and arbitration procedures; Regular hours and days of work; Overtime and premium pay; Pay guarantees and compensation practices; Paid holidays; Paid vacation; Leave of absence provisions; Technological change; Health and welfare provisions; and Miscellaneous provisions.

ALBERTA BUREAU OF STATISTICS

Alberta Pay and Benefits

Frequency	Annual.
Reference period	Previous year.
Publication date	March.
Source of information	Survey of approximately 2,000 establishments operating within Alberta.
Industry coverage	Presents information for 10 major industry groups: (1) Energy and Primary Resources; (2) Manufacturing; (3) Construction; (4) Transportation, Communications and Utilities; (5) Trade; (6) Finance, Insurance and Real Estate; (7) Service; (8) Institutions; (9) Public Administration; and (10) Unspecified.
Occupational coverage	Data are presented for over 500 occupations.
Geographic coverage	Alberta. Includes information for major urban, minor urban, and rural areas.
Published by	Alberta Bureau of Statistics, Alberta Treasury, 7th Floor, 9811 - 109 Street, Edmonton, T5K 0C8.
Cost	Free.
Summary	Contains pay rate statistics and benefits information for over 500 occupations in Alberta. Pay data are broken out by total (Alberta), male, female, union and non-union and, where in accordance with confidentiality criteria, by industry group, firm size and geographic area. Benefits information comprises tables showing hours per week, days per week and hours per day for Alberta and 10 industry groups; work week arrangements; paid holidays; and vacation entitlements by years of service.

*N.B.: 1985 publication is the last in the series. 09/86

BRITISH COLUMBIA MINISTRY OF LABOUR

British Columbia Labour Directory 1985

Frequency	Annual.
Reference period	January of prior year to publication date.
Publication date	Summer following reference period.
Source of information	Information obtained through union survey and Statistics Canada.
Industry coverage	All industries.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Program Services Branch, B.C. Ministry of Labour, Parliament Buildings, Victoria, B.C. V8V 1X4.
Cost	$10.00
Summary	Compiles information with respect to membership and officials of collective bargaining organizations in the province.

BRITISH COLUMBIA MINISTRY OF LABOUR

Calendar of Expiring Collective Agreements

Frequency	Annual.
Reference period	Current year.
Publication date	December prior to reference period.
Source of information	Based on information obtained from employers and unions in November, previous year.
Industry coverage	(1) Food and Beverage; (2) Wood products; (3) Metals; (4) Machinery, Transportation, Electrical products; (5) Miscellaneous Manufacturing; (6) Construction; (7) Trade; (8) Education; (9) Municipal Services; (10) Miscellaneous Services; (11) Mining; (12) Transportation; (13) Communication and other utilities.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Program Services Branch, B.C. Ministry of Labour, Parliament Buildings, Victoria, B.C. V8V 1X4.
Cost	$5.25
Summary	Contains a summary of collective agreement expirations by month and date, including company, industry, union and local, number of employees covered, and term of current agreement.

BRITISH COLUMBIA MINISTRY OF LABOUR

Collective Bargaining Information

Frequency	Monthly.
Reference period	Latest month for which information available.
Publication date	Two to three months following reference period.
Source of information	Earnings, prices, and labour force data from Statistics Canada. Collective agreement information compiled by B.C. Labour Department.
Industry coverage	Settlement data shown by major industry groupings.
Occupational coverage	Employment data cover major occupational groups. Settlement reports include wage changes for selected occupations in the bargaining unit.
Geographic coverage	Province-wide. Wage and salary data are given for 10 geographical areas.
Published by	Program Services Branch, B.C. Ministry of Labour, Parliament Buildings, Victoria, B.C. V8V 1X4.
Cost	$26.50 per year.
Summary	A monthly publication including information on recently negotiated collective agreement settlements, work stoppages and upcoming collective agreement expiries.

BRITISH COLUMBIA MINISTRY OF LABOUR

Negotiated Working Conditions

Frequency	Annual.
Reference period	Most recent year.
Publication date	Autumn.
Source of information	Agreements covering 100 or more employees on file in the collective agreements library of the Ministry of Labour.
Industry coverage	(1) Industrial composite; (2) Manufacturing (3) Construction; (4) Trade and Service; (5) Other Industries (Mining, Transportation, Communication and other Utilities, combined).
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Program Services Branch, B.C. Ministry of Labour, Parliament Buildings, Victoria, B.C. V8V 1X4.
Cost	$15
Summary	Provides statistical data on (1) general provisions (size of bargaining unit, term of agreement, etc.); (2) Management rights and union security, (3) Seniority (4) Job opportunity and protection; (5) technological change; (6) compensation practice and related provisions; (7) regular hours and days of work; (8) overtime and premium pay; (9) paid holidays; (10) paid annual vacation; (11) leave of absence provisions; (12) health and welfare provisions; (13) grievance and arbitration procedures; (14) occupational safety and health (15) miscellaneous provisions.

NON-GOVERNMENT REPORTS

ADMINISTRATIVE MANAGEMENT SOCIETY

AMS Guide to Management Compensation

Frequency	Annual.
Reference period	September 1, most recent year.
Publication date	Approximately 4 months following reference date.
Source of information	Survey of approximately 2 500 member and non-member companies in Canada and the United States.
Industry coverage	U.S. tabulations cover: (1) Manufacturing/ Processing; (2) Banking/Insurance/ Financial; (3) Retail/Wholesale Sales and Distribution; (4) Utilities; (5) All others - Government, Education, etc. Canadian data are not tabulated by industry.
Occupational coverage	Covers 20 representative middle-management positions. Fourteen are general administrative positions and six are plant or factory related.
Geographic coverage	Survey data are published for 90 cities in the seven geographic regions. Regions covered are Canada; Total United States; Eastern United States; East Central United States; Southern United States; West Central United States and Western United States. Canadian cities covered are Kitchener, Grand Valley (Ont.), Hamilton, Montreal, Regina, Toronto and Winnipeg.
Published by	Administrative Management Society, 2360 Maryland Rd., Willow Grove, Pennsylvania 19090, U.S.A.
Cost	Members: $75; Non-members: $115.

ADMINISTRATIVE MANAGEMENT SOCIETY

AMS Guide to Management Compensation

Summary	Provides data on annual base compensation for 20 representative "benchmark" middle management positions in Canada and the United States. The salary data include, for each job, employee weighted average of annual salaries paid, number of employees tabulated, number of companies reporting, and the three quartile rates: first, third and median. Corollary information highlights latest trends in company policies on hours of work, paid vacations and holidays, and sick leave pay.

ADMINISTRATIVE MANAGEMENT SOCIETY

Office Salaries Directory for United States and Canada

Frequency	Annual.
Reference period	January, current year.
Publication date	Approximately 4 months following reference date.
Source of information	Survey of approximately 5 500 companies in Canada and the United States.
Industry coverage	U.S. tabulations cover (1) Manufacturing/Processing; (2) Banking/Insurance/Financial; (3) Retail/Wholesale Sales and Distribution; (4) Government agencies; (5) Other - Utilities, education, etc. Canadian data are not tabulated by industry.
Occupational coverage	Covers 17 clerical jobs 3 word processing and 3 data processing jobs considered to be the most common for all types and sizes of companies.
Geographic coverage	Data are published for over 100 cities in seven geographic regions. Regions covered are Canada; Total United States; Eastern United States; East Central United States; Southern United States; West Central United States; and Western United States. Canadian cities covered are; Calgary; Edmonton; Grand Valley (Ont.); Hamilton; Ottawa; Regina; Winnipeg; Montreal; and Toronto.
Published by	Administrative Management Society, 2360 Maryland Rd. Willow Grove, Pennsylvania 19090, U.S.A.
Cost	$115.

ADMINISTRATIVE MANAGEMENT SOCIETY

Office Salaries Directory for United States and Canada

Summary	Contains weekly salary data for 17 clerical jobs and 3 word processing jobs in Canada and the United States. The salary data include for each job, employee weighted average of weekly salaries paid, number of employees tabulated and number of companies reporting and the three quartile rates: first, third and the median. Corollary information involving policies and practices on the basic work week, overtime pay, unionization, paid vacations, and supplementary benefits accruing to office employees is summarized in the text.

THE ALBERTA TEACHERS' ASSOCIATION

The Annual Salary Survey

Frequency	Annual.
Reference period	Current year
Publication date	Autumn of current year.
Source of information	Collective agreements on file.
Industry coverage	Schools.
Occupational coverage	Teachers.
Geographic coverage	Province-Wide.
Published by	The Alberta Teachers' Association, Teacher Welfare Department, 11010-142 Street, Edmonton, Alberta, T5N 2R1.
Cost	Free.
Summary	Reports salaries by categories of teacher education recognized in salary schedules throughout Alberta.

THE ALBERTA TEACHERS' ASSOCIATION

Summary of Collective Agreements

Frequency	Annual.
Reference period	Current year.
Publication date	September.
Source of information	Agreements on file.
Industry coverage	Schools.
Occupational coverage	Teachers.
Geographic coverage	Province-Wide.
Published by	The Alberta Teachers' Association, Teacher Welfare Department, 11010-142 Street, Edmonton, Alberta, T5N 2R1.
Cost	Free.
Summary	Provides information on the provisions of each teacher/school board collective agreement in Alberta. Contains information and data on salaries, allowances, sick leave, the Alberta School employee benefit plan, health care, dental care, professional improvement leave and working conditions.

ASSOCIATION OF PROFESSIONAL ENGINEERS, GEOLOGISTS AND GEOPHYSICISTS OF ALBERTA

The Value of Professional Services

Frequency	Annual.
Reference period	Current year.
Publication date	November.
Source of information	Membership survey and information drawn from other published sources.
Industry coverage	All industries.
Occupational coverage	Engineering occupations. Information is also provided on compensation of selected other occupations.
Geographic coverage	Primarily Alberta. Includes information on engineers' salaries in Quebec, Ontario and B.C.
Published by	Association of Professional Engineers, Geologists and Geophysicists, of Alberta, 1010 One Thornton Court, Edmonton. T5J 2E7.
Cost	Free.
Summary	Contains survey information on engineering salaries in Alberta, a detailed job evaluation section and information on non-salary benefits. Comparative information is provided on engineering salaries in Quebec, Ontario and B.C. and on the remuneration of selected professional and non-professional employee groups in Alberta.

ASSOCIATION OF PROFESSIONAL ENGINEERS, GEOLOGISTS AND GEOPHYSICISTS OF ALBERTA

Trends in Engineering, Geological and Geophysical Salaries

Frequency	Annual.
Reference period	Current year, with trends over previous 10 years.
Publication date	Summer.
Source of information	Draws on data compiled by Statistics Canada, The Alberta Bureau of Statistics, and other agencies as well as on employers surveys.
Industry coverage	Primarily all-industry data but includes some information for specific industry groups.
Occupational coverage	Primarily engineering occupations but includes comparisons with other professional and non-professional occupations.
Geographic coverage	Alberta, with all-Canada comparisons.
Published by	The Association of Professional Engineers, Geologists and Geophysicists of Alberta, 1010 One Thornton Court, Edmonton, T5J 2E7.
Cost	Free.
Summary	Compares increases in the salaries of engineers, geologists and geophysicists with those of other white-collar and blue-collar occupations and with economic indicators such as the consumer price index.

ASSOCIATION OF PROFESSIONAL ENGINEERS OF BRITISH COLUMBIA

Salary Schedule for Professional Engineers

Frequency	Biennial with update every alternate year.
Reference period	July.
Publication date	August.
Source of information	Recommended salary ranges are based on a classification rating in which points are awarded for level of responsibility, education, experience and other factors. Information on actual salaries is based on a survey of approximately 2500 professional engineers.
Occupational coverage	All levels of engineering employment, from the new graduate to chief executive officer.
Geographic coverage	Province-wide.
Published by	The Association of Professional Engineers of the Province of British Columbia, 2210 West 12th Avenue, Vancouver, B.C. V6K 2N6.
Cost	$5 (Free to Association members).
Summary	Outlines recommended salary ranges for all levels of engineering based on level of responsibility evaluated using a job classification rating guide. Also includes information on recommended and actual salaries for previous years.

ASSOCIATION OF PROFESSIONAL ENGINEERS OF ONTARIO

The APEO Membership Salary Survey

Frequency	Annual.
Reference period	December 1, most recent year.
Publication date	Published in March/April issue of the "Engineering Dimensions."
Source of information	Survey of professional engineers.
Industry coverage	Provides data for several manufacturing and non-manufacturing fields of employment.
Occupational coverage	Engineers. Includes breakdown by work function -- managers, technical specialists, etc.
Geographic coverage	Province-wide.
Published by	Association of Professional Engineers of Ontario, 1155 Yonge Street, Toronto. Ontario. M4T 2Y5.
Available from	Same (reprint) or "Engineering Dimensions."
Cost	No charge for reprint.
Summary	Provides annual salary data by province and year of graduation for professional engineers. Salaries by field of employment and work function are shown for Ontario. Salary measures shown are mean and median rates; high and low quartile; high and low decile.

ASSOCIATION OF PROFESSIONAL ENGINEERS OF ONTARIO

Report on Engineers' Salaries

Frequency	Annual.
Reference period	June 1, most recent year.
Publication date	Current year.
Source of information	Survey of employers of engineers in Ontario.
Industry coverage	All industries.
Occupational coverage	Engineers.
Geographic coverage	Province-wide.
Published by	Association of Professional Engineers of Ontario, 1155 Yonge Street, Toronto. M4T 2Y5
Cost	Free.
Summary	Reports on salaries paid to Ontario engineers by year of graduation and six levels of responsibility. Salary information includes mean and median rates; first quartile and third quartile rates; and first and ninth decile rates.

ASSOCIATION OF PROFESSIONAL ENGINEERS OF ONTARIO

Survey on Employment Practices

Frequency	Occasional.
Reference period	1982.
Publication date	1983.
Source of information	Survey of 6 000 members resident in Ontario.
Industry coverage	Includes information by sector of employment.
Occupational coverage	Engineers.
Geographic coverage	Ontario.
Published by	Association of Professional Engineers of Ontario, 1155 Yonge Street, Toronto. M4T 2Y5.
Cost	Free.
Summary	Presents information on employment practices for engineers in different industries in Ontario and at different levels of responsibility. Areas covered are group life insurance; health insurance plans; sick leave and short and long-term disability plans; pension plans; bonuses and profit sharing; vacations; paid holidays; overtime; company cars; membership fees; training and development; and relocation.

THE BOARD OF TRADE OF METROPOLITAN TORONTO

Clerical Salary Survey

Frequency	Annual.
Reference period	July 31st.
Publication date	November.
Source of information	Survey of approximately 860 employers.
Industry coverage	(1) Financial; (2) Retail; (3) Wholesale; (4) Manufacturing; (5) Printing/Publishing; (6) Advertising and Sales; (7) Construction; (8) Services; (9) Transportation; (10) Professional; (11) Utilities; (12) Public Service; (13) Electronics and Hightech.
Occupational coverage	Covers 19 clerical jobs.
Geographic coverage	Metropolitan Toronto including Ajax, Caledon, King Newmarket, and Oakville.
Published by	The Board of Trade of Metropolitan Toronto, 3 First Canadian Place, P.O. Box 60, Toronto, Ontario, M5X 1C1.
Available from	Distribution is restricted to members of the Toronto Board of Trade and the Toronto chapter, Administrative Management Society.
Cost	$200
Summary	Contains information for 19 clerical jobs in 13 business classifications on (1) current year and previous year average weekly salaries and the percentage increase; (2) the first and ninth deciles, the first and third quartiles and the median; (3) average minimum and maximum of salary ranges; and (4) the average percentage increase in salary ranges during the previous 12-month period. Also contains information on employee turnover, and on selected working conditions and employee benefits.

THE BOARD OF TRADE OF METROPOLITAN TORONTO

Data Processing Salary Survey

Frequency	Annual.
Reference period	July 31st.
Publication date	November.
Source of information	Survey of 400 employers.
Industry coverage	Nil.
Occupational coverage	Covers 24 data-processing job classifications.
Geographic coverage	Metropolitan Toronto.
Published by	The Board of Trade of Metropolitan Toronto, P.O. Box 60, 3 First Canadian Place, Toronto, M5X 1C1.
Available from	Distribution is restricted to members of the Toronto Board of Trade; the Toronto Chapter, Administrative Management Society; and the Toronto Chapter, Data-Processing Management Association.
Cost	$225
Summary	Provides information, for data-processing jobs on (1) current year and previous year monthly average salaries, and the percentage increase; (2) the first and ninth deciles, the first and third quartiles and the median; (3) the average minimum and maximum of salary ranges; and (4) the average percentage increase in salary ranges during the previous 12-month period. Also contains information on employee turnover and on selected working conditions and employee benefits.

BRITISH COLUMBIA TEACHERS' FEDERATION/BRITISH COLUMBIA SCHOOL TRUSTEES ASSOCIATION

Summary and Analysis of Teachers' Salary Agreements

Frequency	Annual.
Reference period	Current year.
Publication date	August.
Source of information	Collective agreements for 75 school districts.
Industry coverage	Public Schools.
Occupational coverage	Teachers.
Geographic coverage	British Columbia.
Available from	B.C. Teachers' Federation, Suite 105, 2235 Burrard Street, Vancouver, V6J 3H9, or B.C. School Trustees' Association, 1755 West 8th Ave., Vancouver, V6H 1C5.
Cost	Free.
Summary	Provides information on current practices in certification and salary categorization and statistical data for each school district in B.C. on salaries, benefits and other contract provisions. Detail includes district minima, maxima and increments; range, distribution, frequency, averages and ranking of basic salary scale minima and maxima; summary of insurance plans; benefits; general clauses and administrative allowances; bonuses; and rates of pay for substitute teachers.

THE CANADA LABOUR VIEWS COMPANY

Summary of Canadian Wage Adjustments

Frequency	Annual.
Reference period	Most recent year.
Publication date	January.
Source of information	Agreements on file.
Industry coverage	All industries by major classification breakdown.
Occupational coverage	All employees.
Geographic coverage	Canada-wide.
Published by	The Canada Labour Views Company, 85 Bloor St. East, suite 301, Toronto, Ontario, M4W 1A9.
Cost	$186. (Included as part of CLV Reports: see page 1986).
Summary	Analyzes negotiated settlements in private and public service during most recent year. Detail includes mean increase, in cents-per-hour and percentage terms, for (a) employers without COLA; (b) employers with limited COLA; and (c) employers with open COLA. Also shows mean increases by size of employer in seven size ranges. Increases are shown for each year of contract.

CANADIAN CONSTRUCTION ASSOCIATION

Construction Labour Cost Information Service

Frequency	Occasional.
Source of information	Agreements collected by the Association, which are summarized.
Industry coverage	Construction.
Occupational coverage	All construction trades.
Geographic coverage	Canada and each province.
Published by	Canadian Construction Association Labour Relations Department. 85 Albert Street, Ottawa, Ontario. K1P 6A4.
Cost	Full Service - All Trades in Canada: CCA Members $60 per year. Non-members $110 per year.
Summary	The Service provides relevant wage information for the construction industry across Canada. Wage information includes the negotiated journeymen rate, health and welfare per hour worked vacation pay, and statutory holiday pay as well as negotiated benefit provisions concerning shift premiums, overtime, room and board and travel allowances. The service also contains a summary of each province's employment standards legislation affecting construction operations, current workmen's compensation assessment rates for the construction industry, and a directory of sources of information for the construction industry.

CANADIAN TEACHERS' FEDERATION

Negotiated Surplus and Redundancy Provisions for Canadian Teachers

Frequency	Occasional.
Reference period	March 1980.
Publication date	May 1980.
Source of information	Collective agreements and legislation on file in the CTF library as of March 1980.
Industry coverage	Schools.
Occupational coverage	Teachers.
Geographic coverage	Provides information on variations by province and, within each province, by board.
Published by	Canadian Teachers' Federation, 110 Argyle Avenue, Ottawa, K2P 1B4.
Cost	$5.00
Summary	Provides an overview of the types of factors used to identify surplus teachers, to accommodate them (e.g., reassignment, transfer, retraining), to actually terminate and to consider for reengagement. An Appendix contains clauses from collective agreements chosen to illustrate the variety of factors under consideration in developing lay-off procedures and types of assistance available to the teachers concerned.

CANADIAN UNION OF POSTAL WORKERS

Health and Safety: An Overview (1981 Backgrounder series No. 1)

Frequency	Occasional.
Reference period	1980 and previous years.
Publication date	February 1981.
Source of information	Draws on data compiled by Labour Canada and other government departments and information from published sources.
Industry coverage	Includes information relating to the Post Office and some manufacturing data.
Occupational coverage	Includes some information relating to postal occupations.
Geographic coverage	Canada.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, K2P 1R7.
Cost	Free.
Summary	This report is designed to provide a general overview of the Union's 1981 bargaining demands on health and safety. (Bilingual).

CANADIAN UNION OF POSTAL WORKERS

Reduced Working Time (1981 Backgrounder Series No. 2)

Frequency	Occasional.
Reference period	1931 and previous years.
Publication date	March 1981.
Source of information	Data compiled by Labour Canada, Post Office data, and published sources.
Industry coverage	Includes information relating to the Post Office and some all-industry and manufacturing data.
Occupational coverage	Contains some information relating to postal occupations.
Geographic coverage	Canada. Some information about other countries.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, K2P 1R7.
Cost	Free.
Summary	This report provides information in support of the Union's 1981 bargaining demands for reduced working time. It contains tabular and other information on vacations, pre-retirement leave and paid holidays. (Bilingual)

CANADIAN UNION OF POSTAL WORKERS

Parental Rights (1981 Backgrounder Series No. 3)

Frequency	Occasional.
Reference period	1981 and previous years.
Publication date	March 1981.
Source of information	Various published and unpublished sources.
Industry coverage	Includes some information specific to postal operations.
Occupational coverage	Contains some information relating to postal occupations.
Geographic coverage	Canada. Some international comparisons.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, K2P 1R7.
Cost	Free.
Summary	Contains information in support of the Union's 1981 bargaining demands on paid maternity leave, paid paternity leave and adoption leave. (Bilingual)

CANADIAN UNION OF POSTAL WORKERS

Night Work (1981 Backgrounder Series No. 4)

Frequency	Occasional.
Reference period	1981.
Publication date	April 1981.
Source of information	Various research studies.
Industry coverage	Information is based on studies conducted in various industries.
Occupational coverage	No specific occupational information.
Geographic coverage	Canada. Includes information from international studies.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, K2P 1R7.
Cost	Free.
Summary	Contains information in support of Union's 1981 bargaining demands for increased day positions, additional paid leave for night workers, and increased night premiums. (Bilingual)

CANADIAN UNION OF POSTAL WORKERS

Noise (19[illegible] Backgrounder Series No. 5)

Frequency	Occasional.
Reference period	1981.
Publication date	April 1981.
Source of information	Various research studies.
Industry coverage	General, includes some information specific to postal operations.
Occupational coverage	General. Includes some information specific to postal occupations.
Geographic coverage	Canada. Also draws on information from studies conducted in other countries.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, K2P 1R7.
Cost	Free.
Summary	Contains information in support of the Union's 1981 bargaining demands for limits on noise levels in the Post Office, the right to monitor the work environment, including noise levels, and the right to refuse to work if noise levels exceed the standards. (Bilingual)

CANADIAN UNION OF POSTAL WORKERS

Accidents and Injuries (1981 Backgrounder Series No. 6)

Frequency	Occasional.
Reference period	1979-80.
Publication date	May 1981.
Source of information	Data compiled by Labour Canada and Canada Post and other published and unpublished material.
Industry coverage	Information relates mainly to Post Office.
Occupational coverage	Includes data on injuries by postal occupation.
Geographic coverage	Canada. Includes information on injury rates by regions.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, K2P 1R7.
Cost	Free.
Summary	Contains information in support of the Union's 1981 bargaining demands for the right to refuse work under dangerous conditions, reductions of weight limits, additional rest periods, adequate staffing, etc. (Bilingual)

CANADIAN UNION OF POSTAL WORKERS

Justice, Equality and Dignity (1981 Backgrounder Series No.)

Frequency	Occasional.
Reference period	1981 and previous years.
Publication date	May, 1981.
Source of information	Adjudication awards, conciliation board reports and other sources.
Industry coverage	Information relates primarily to Post Office.
Occupational coverage	Relates basically to postal occupations.
Geographic coverage	Canada.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, K2P 1R7.
Cost	Free.
Summary	Contains information in support of the Union's 1981 bargaining demands relating to employee rights, discipline, electronic surveillance, etc. (Bilingual)

CANADIAN UNION OF POSTAL WORKERS

Overcoming the Threat to Our Jobs (1984 Backgrounder Series No. 1)

Frequency	Occasional.
Reference period	1982-1984.
Publication date	August 1984.
Source of information	Canada Post.
Industry coverage	Postal and Communications.
Occupational coverage	Operational Employees.
Geographic coverage	Canada-wide.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, Ontario, K2P 1R7.
Cost	Free.
Summary	An overview of the technological change developments which took place between 1982 and 1984 at Canada Post with the union's perspective on these.

CANADIAN UNION OF POSTAL WORKERS

A Long Struggle (1984 Backgrounder Series No. 2)

Frequency	Occasional.
Reference period	1965-1984.
Publication date	September 1984.
Source of information	Canada Post, Union Records, Newspapers, Archives, Conciliation Board Reports.
Industry coverage	Postal and Communications.
Occupational coverage	Nil.
Geographic coverage	Canada-wide.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, Ontario, K2P 1R7.
Cost	Free.
Summary	This report provides a historical overview of the Canadian Union of Postal Workers efforts to achieve job security in the face of massive technological change.

CANADIAN UNION OF POSTAL WORKERS

Reduced Working Time Now (1984 Backgrounder Series No. 3)

Frequency	Occasional.
Reference period	1984.
Publication date	September 1984.
Source of information	Canada Post, Collective Agreements, Canadian Labour Congress Records, International Labour Organization and Union Records.
Industry coverage	Postal and Communications.
Occupational coverage	Nil.
Geographic coverage	Canada-wide.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, Ontario, K2P 1R7.
Cost	Free.
Summary	Contains a detailed analysis of the Canadian Union of Postal Workers demands for reduced working time. Examines the success of canadian and other workers in achieving reduced working time.

CANADIAN UNION OF POSTAL WORKERS

Job Security Through Job Creation (1984 Backgrounder Series No. 4)

Frequency	Occasional.
Reference period	1984.
Publication date	September 1984.
Source of information	Canada Post, Canadian Labour Congress Reports, and Canadian Union of Postal Workers reports.
Industry coverage	Postal and Communications.
Occupational coverage	Nil.
Geographic coverage	Canada-wide.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, Ontario, K2P 1R7.
Cost	Free.
Summary	An overview of the Canadian Union of Postal Workers' proposals for expansion of postal services.

CANADIAN UNION OF POSTAL WORKERS

To Preserve Our Health (1984 Backgrounder Series No. 5)

Frequency	Occasional.
Reference period	1984.
Publication date	September 1984.
Source of information	Labour Canada, Australian Trade Unions Congress, and International Labour Organization.
Industry coverage	Postal and Communications.
Occupational coverage	Nil.
Geographic coverage	Canada-wide.
Published by	Canadian Union of Postal Workers, 280 Metcalfe St., Ottawa, Ontario, K2P 1R7.
Cost	Free.
Summary	This report analyzes the occupational safety and health hazards that are faced by postal workers including repetitive strain injuries, excessive noise, night work and accidents. It also examines the Canadian Union of Postal Workers proposals to solve these problems.

CENTRAL ONTARIO INDUSTRIAL RELATIONS INSTITUTE

Annual Survey of Hourly-Rated Employees in Ontario

Frequency	Annual.
Reference period	March 1st of current year.
Publication date	June of current year.
Source of information	A survey of member companies.
Industry coverage	All Industries.
Occupational coverage	107 occupations in 3 groups: Production; Non-production; and Foundries.
Geographic coverage	Ontario-wide (14 regions).
Published by	Central Ontario Industrial Relations Institute, suite 200, 85 Richmond Street West, Toronto, Ontario, M5H 2C9.
Cost	Price is included in membership fee and distribution is restricted to members only.
Summary	Provides information derived from analyzing wages by job classification and geographic location, and detailing benefit and personnel practices by size of company.

CENTRAL ONTARIO INDUSTRIAL RELATIONS INSTITUTE

Annual Survey of Salaried Employees in Ontario

Frequency	Annual.
Reference period	September 1st of current year.
Publication date	December of current year.
Source of information	A survey of member companies.
Industry coverage	All Industries.
Occupational coverage	71 occupations below the level of first line supervisors in the office employee category.
Geographic coverage	Ontario-wide (14 regions).
Published by	Central Ontario Industrial Relations Institute, suite 200, 85 Richmond Street West, Toronto, Ontario, M5H 2C9.
Cost	Included in the company membership fee and distribution is restricted to members only.
Summary	Provides information derived from analyzing salaries by job classification and geographic location, and detailing benefit and personnel practices by size of company.

CENTRAL ONTARIO INDUSTRIAL RELATIONS INSTITUTE

Institute Review

Frequency	Monthly.
Reference period	Information currently available at time of publication.
Publication date	Mid-Month.
Source of information	Collective Agreements on file, Labour Canada, Statistics Canada, and current bills being put through the house.
Industry coverage	All Industries.
Occupational coverage	Nil.
Geographic coverage	Mostly Ontario with some Canada-wide.
Published by	Central Ontario Industrial Relations Institute, suite 200, 85 Richmond Street West, Toronto, Ontario, M5H 2C9.
Cost	Price is included in membership fee and distribution is restricted to members only.
Summary	Provides information concerning new or pending legislation and recent decisions, and contains statistical data on contract settlements, wages, economics, and other industrial relations concerns.

THE CONFERENCE BOARD OF CANADA (Compensation Research Centre)

Canadian Directorship Practices: Compensation

Frequency	Biennial.
Reference period	June, even-numbered years.
Publication date	October, reference year.
Source of information	Sample survey of 365 companies.
Industry coverage	Manufacturing and non-manufacturing companies.
Occupational coverage	Company directors (inside & outside).
Geographic coverage	Canada-wide.
Published by	The Conference Board of Canada, 255 Smyth Rd. Ottawa, Ontario, K1H 8M7.
Cost	$25 to subscribing associates. To non-associates: $125.
Summary	Provides information on compensation levels and practices for members of boards of directors in Canada. Compensation information includes retainers, fees, and total potential annual compensation. Information is presented separately for outside directors and employee directors. Wherever relevant, the data are broken down by industry, company size, and in some cases by ownership.

THE CONFERENCE BOARD OF CANADA

A comparison of Compensation in Canada and the United States.

Frequency	Monograph.
Reference period	August 1984.
Publication date	May 1986.
Source of information	Survey of 16 multinational firms.
Industry coverage	11 manufacturers and 5 service firms.
Occupational coverage	18 occupations in 3 categories 1) clerical, management, and professional; 2) production; and 3) maintenance.
Geographic coverage	Canada and U.S.A. (city by city comparisons)
Published by	The Conference Board of Canada, 255 Smyth Rd, Ottawa, Ontario, K1H 8M7.
Cost	$10 to subscribing associates. To non-associates: $50.
Summary	Examines compensation costs through a survey of pay and benefits for selected benchmark positions in multinational firms operating in both Canada and the United States.

THE CONFERENCE BOARD OF CANADA (Compensation Research Centre)

Employee Stock Purchase Plans

Frequency	Occasional.
Reference period	Mid-1980.
Publication date	October 1981.
Source of information	Survey of 306 companies.
Industry coverage	(1) Mining and Oil Wells; (2) Manufacturing; (3) Construction; (4) Transportation, Communication and Storage; (5) Trade; (6) Finance, Insurance & Real Estate; (7) Other Services.
Occupational coverage	Nil.
Geographic coverage	Canada-wide.
Published by	The Conference Board of Canada, 255 Smyth Rd., Ottawa, Ontario, K1H 8M7
Cost	$10 to subscribing associates. To non-associates: $50.
Summary	This report reviews the current status of stock purchase plans in Canada, focussing on their prevalence, their characteristics and an assessment of their success in meeting certain objectives.

THE CONFERENCE BOARD OF CANADA (Compensation Research Centre)

Recent Trends in Relative Labour Costs; Selected Industries in Canada and the United States.

Frequency	Occasional.
Reference period	1968-1982.
Publication date	May 1982.
Source of information	Canadian and U.S. Government statistical publications.
Industry coverage	72 Canadian and U.S. industries and 22 major industrial groups.
Occupational coverage	Wage-earners.
Geographic coverage	Canada and U.S.A.
Published by	The Conference Board of Canada, 255 Smyth Rd, Ottawa, Ontario, K1H 8M7.
Cost	$10 to subscribing associates. To non-associates: $50.
Summary	Presents data for Canada and the U.S. on relative earnings by industry, relative benefit costs in manufacturing, relative earnings plus benefits in manufacturing, and unit labour costs in manufacturing.

THE CONFERENCE BOARD OF CANADA (Compensation Research Centre)

Relocation in Canada: Policies and Practices

Frequency	Occasional.
Reference period	1981.
Publication date	1982.
Source of information	Questionnaire responses from over 250 companies plus information obtained in Conference Board seminars.
Industry coverage	Manufacturing, Non-manufacturing, Finance and Government.
Occupational coverage	No occupational breakdown.
Geographic coverage	Canada and U.S.A.
Published by	The Conference Board of Canada, 255 Smyth Rd., Ottawa, Ontario, K1H 8M7
Cost	$25 to subscribing associates. To non-associates: $125.
Summary	Provides information on the prevalence and extent of relocation assistance in a number of areas, such as payment of moving expenses, temporary living allowances, housing assistance and expenses prior to move.

CONSTRUCTION LABOUR RELATIONS: AN ALBERTA ASSOCIATION

Wage Summary for Agreements Expiring in Current Year

Frequency	Occasional.
Reference period	Current year.
Publication date	Summer.
Source of information	Collective agreements.
Industry coverage	Construction.
Occupational coverage	Covers approximately 35 construction occupations.
Geographic coverage	Province-wide.
Published by	Construction Labour Relations: An Alberta Association, Rm 304 17304-105 Avenue, Edmonton, T5S 1G4.
Cost	$150, $100 for updating.
Summary	Contains information on wage rates and the cost of benefits in current agreements for 35 construction occupations. Information includes net hourly wage, weekly hours of work, and costs of vacation and holiday pay, pensions, apprenticeship and training, union fund, and employer fund.

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BRITISH COLUMBIA

1986 Synopsis of Agreements

Frequency	Updated as new information becomes available.
Source of information	Agreements negotiated by the Association.
Industry coverage	Construction.
Occupational coverage	All construction trades.
Geographic coverage	Province-wide.
Published by	Construction Labour Relations Association of B.C., P.O. Box 820 New Westminster, B.C. V3L 4Z8.
Cost	$30.
Summary	Lists main provisions of B.C. construction agreements, by occupation. Wage information includes hourly rate and hourly cost of vacation and holiday pay, pensions and health and welfare, and total package cost.

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF MANITOBA

1986 Synopsis of Agreements

Frequency	Updated as new information becomes available after each bargaining round.
Source of information	Agreements filed with the Association.
Industry coverage	Construction.
Occupational coverage	20 construction trades.
Geographic coverage	Varies - Winnipeg and 30 mile radius to Province-wide.
Published by	Construction Labour Relations Association of Manitoba, 290 Burnell Street, Winnipeg, R3G 2A7
Cost	$40.
Summary	Lists main provisions of Manitoba construction agreements, by occupation. Wage information includes hourly rate and hourly cost of vacation and holiday pay, pensions and health and welfare, and total package cost.

EXECUTIVE COMPENSATION SERVICE INC.

The Canada Executive Remuneration Report

Frequency	Annual.
Reference period	May 1st.
Publication date	October.
Source of information	Survey of Canadian companies.
Industry coverage	(1) Durable Goods Manufacturing; (2) Building Materials and Equipment; (3) Electricial; (4) Fabricated Metals; (5) Machinery; (6) Non-durable Goods Manufacturing; (7) Chemical; (8) Food, Beverage, Tobacco and Kindred Products; (9) Petroleum and Natural Gas; (10) Wholesale and Retail Trade; (11) Banks, Trusts and Finance; (12) Insurance; (13) Utilities.
Occupational coverage	Presents data for 17 top management and middle 44 management positions.
Geographic coverage	Includes comparison of Canadian and U.S. compensation for top executives and comparison of Ontario and Quebec salaries for middle management positions.
Published by	Executive compensation service Inc. subsidiary of the Wyatt Company, suite 1700, 150 York St., Toronto, M5H 3S5.
Cost	Survey participants: $400 Non-participants: $795.
Summary	Presents data on salaries and bonuses for over 60 top management and middle management positions, by industry. Includes linear regression analysis of relationship between sales volume of organization and salaries in seventeen top management positions.

EXECUTIVE COMPENSATION SERVICE INC.

Office Personnel Report

Frequency	Annual.
Reference period	May 1.
Publication date	October.
Source of information	Survey of companies in a variety of industries in Canada.
Industry coverage	Data are presented on an all-industry basis.
Occupational coverage	Presents information on salaries for 67 office occupations.
Geographic coverage	Metropolitan areas reported on are Montreal and Toronto. Information is also given for Aberta/B.C.; Manitoba/Saskatchewan; Atlantic Canada; Québec; Ontario; and Canada-wide.
Published by	Executive Compensation Service Inc. subsidiary of the Wyatt Company, Suite 1700, 150 York St., Toronto, Ontario, M5H 3S5.
Cost	Survey participants: $150. Non-participants: $300.
Summary	Presents salary information for 67 office positions. The compensation tables show the median, low and high quartiles of actual salary plus the weighted average salary and the average salary range minimum and maximum.

EXECUTIVE COMPENSATION SERVICE INC.

The Professional, Sales, and Technical Remuneration Report

Frequency	Annual.
Reference period	May 1.
Publication date	October.
Source of information	Survey of companies in a variety of industrial classifications.
Industry coverage	Data are presented on an all-industry basis.
Occupational coverage	Provides information on salaries for 57 positions in 11 categories: (1) Engineering; (2) Legal Professionals; (3) Accounting and Finance; (4) Personnel; (5) Data Processing; (6) Corporate Staff Professionals; (7) Scientific and Engineering Technicians; (8) Designers and Drafters; (9) E.D.P. Personnel; (10) Crafts and Skilled Trades; and (11) Sales.
Geographic coverage	Canada-wide.
Published by	Executive Compensation Service Inc. subsidiary of the Wyatt Company, suite 1700, 150 York St., Toronto, M5H 3S5.
Cost	Survey participants: $265 Non-participants: $500.
Summary	Provides information on salary ranges for sales, technical, professional and skilled craft positions. Also includes information on compensation trends, merit increases, overtime policies, and current hiring rates for new university graduates.

GREATER VANCOUVER REGIONAL DISTRICT

Survey of Wage Rates

Frequency	Annual.
Reference period	The two years immediately prior to the year of publication.
Publication date	April/May.
Source of information	Survey of collective agreements.
Industry coverage	Covers all industries except construction, municipal government and schools. No industry breakdown.
Occupational coverage	(1) Labourers; (2) Journeymen Tradesmen.
Geographic coverage	Metropolitan Vancouver area.
Published by	Labour Relations Department, Greater Vancouver Regional District, 4330 Kingsway, Burnaby, B.C., V5H 4G8.
Cost	Free to participants.
Summary	Provides information on hourly wage rates for labourers and journeymen tradesmen in the Greater Vancouver region. Also includes information on the cost of fringe benefits. Data are compared with municipal counterparts.

HAY MANAGEMENT CONSULTANTS

The Hay Compensation Comparison

Frequency	Annual.
Reference period	March 1.
Publication date	Same year.
Source of information	Data supplied by 212 companies which use the Hay Guide Chart - Profile Method of Position Evaluation.
Industry coverage	Survey covers most industries. Data are classified by Financial/Industrial.
Occupational coverage	Analysis is based on job content rather than job titles or functions.
Geographic coverage	Canada-wide.
Published by	Hay Management Consultants, suite 900, 330 Bay St., Toronto, M5H 2S8. (Offices in Montreal, Toronto, Ottawa, Halifax, Vancouver and Calgary)
Cost	Not stated.
Summary	Compares compensation levels in companies using the Hay system of job evaluation. Companies are classified by whether or not they pay extra cash compensation above base salaries; by sales income; and by classification as financial or industrial.

HAY MANAGEMENT CONSULTANTS

The Hay Compensation Comparison - Executives/Directors

Frequency	Annual.
Reference period	March 1.
Publication date	Same year.
Source of information	Data supplied by over 400 companies participating in the Hay Compensation Comparison and the Total Remuneration Comparison. Covers 175 Chief Executives and 954 Senior Executives.
Industry coverage	Survey covers most industries. No industry breakdowns.
Occupational coverage	Chief Executives and Senior Executives.
Geographic coverage	Canada-wide.
Published by	Hay Management Consultants, suite 900, 330 Bay St., Toronto, Ontario, M5H 2S8 (Office in Montreal, Toronto, Vancouver, Ottawa, Calgary, and Halifax).
Cost	Not stated.
Summary	Presents information on compensation levels and practices for executives in Canada, using measured job content rather than job titles as the basis of compensation comparisons. Aspects analyzed are salary and total cash compensation practice; salary increase practice; bonus practice; and total gross remuneration.

HAY MANAGEMENT CONSULTANTS

The Hay Compensation Comparison - Office and Support Staff

Frequency	Annual.
Reference period	July 1st.
Publication date	Same year.
Source of information	Organizations participating in the Hay Compensation Comparison.
Industry coverage	All industries.
Occupational coverage	51 standard job descriptions for office and support staff.
Geographic coverage	Canada-wide and for 13 cities: across Canada.
Published by	Hay Management Consultants, suite 900, 330 Bay St., Toronto, Ontario, M5H 2S8.
Cost	Not stated.
Summary	Local survey produced separately for 13 cities. Compares jobs by job size and includes data on personnel pratices and salaries.

HAY MANAGEMENT CONSULTANTS

The Hay Compensation Comparison - Public Service Management

Frequency	Annual.
Reference period	September 1.
Publication date	Not stated.
Source of information	Survey of organizations in Health, Education, Government and Associations which use the Hay System of job evaluation.
Industry coverage	Report includes comparison of average salaries in above organizations with average in industrial companies.
Occupational coverage	Managers and specialists. (Analysis is based on measured job content rather than job titles or functions.)
Geographic coverage	Canada-wide.
Published by	Hay Management Consultants, suite 900, 330 Bay St., Toronto, Ontario, M5H 2S8 (Office in Montreal, Toronto, Vancouver, Ottawa, Calgary, and Halifax).
Cost	Not stated.
Summary	Compares pay practices and salary ranges among organizations in Health, Education, Government and Associations which use the Hay System of job evaluation. Includes comparison with organizations in the industrial sector, based on data from the Hay Compensation Comparison.

HAY MANAGEMENT CONSULTANTS

The Hay Compensation Comparison - Total Remuneration

Frequency	Annual.
Reference period	March 1.
Publication date	Not stated.
Source of information	234 industrial, financial and public service organizations.
Industry coverage	No industry breakdown.
Occupational coverage	All employees.
Geographic coverage	Canada-wide.
Published by	Hay Management Consultants, suite 900, 330 Bay St., Toronto, Ontario, M5H 2S8 (Office in Montreal, Toronto, Vancouver, Ottawa, Calgary, and Halifax).
Cost	Not stated.
Summary	Compares total remuneration (salary plus bonus plus non-cash compensation) in 234 organizations and analyzes benefit, perquisite and time off with pay practices. Non-cash compensation is calculated as the cash-equivalent income for each perquisite and benefit using standard costs.

IR RESEARCH SERVICES (in co-operation with Labour Canada)

Vacations with Pay (Collective Agreement Series, Number 1)

Frequency	Occasional.
Reference period	December 1979.
Publication date	January 1980.
Source of information	Over 200 collective agreements, representing all major industries and unions and most labour jurisdictions in Canada.
Industry coverage	Information on service requirements for vacations is given for major industry groups.
Occupational coverage	All employees covered by agreements.
Geographic coverage	Canada-wide. Includes information on legislation and average service requirements by jurisdiction plus U.S. and European comparisons.
Published by	IR Research Publications, P.O. Box 1092, Kingston, Ontario, K7L 4Y5.
Cost	$6.95.
Summary	Contains information on legislation relating to vacations, service requirements, agreement conditions, arbitration principles, the cost of vacations, and international comparisons. Agreement conditions analyzed, with illustrative excerpts from major agreements, include eligibility during first year of employment, vacation pay, vacation pay on termination, effect of absences on entitlement, entitlement of part-time employees, holiday during vacation, illness etc., during vacation, vacation carry-over, pay in lieu of vacation, restrictions on work elsewhere.

IR RESEARCH SERVICES (in co-operation with Labour Canada)

Paid Holidays (Collective Agreement Series, Number 2)

Frequency	Occasional.
Reference period	March 1980.
Publication date	May 1980.
Source of information	Data and information provided by Labour Canada and Statistics Canada and collective agreements held by IR Research Services.
Industry coverage	Includes statistical breakdowns for manufacturing and non-manufacturing industries, detailed industry breakdown of cost of paid holidays, and examples from various industries.
Occupational coverage	All employees covered by agreements.
Geographic coverage	Canada-wide. Includes information on legislation relating to paid holidays in each jurisdiction.
Published by	IR Research Publications, P.O. Box 1092, Kingston, Ontario, K7L 4Y5.
Cost	$3.95.
Summary	Provides information on legislation relating to paid holidays, number and type of paid holidays provided in major collective agreements, frequency of observance, agreement conditions, arbitration principles, and the cost of holidays. Agreement conditions analyzed include eligibility conditions, observance of holidays falling on Saturday and Sunday, holiday pay, pay for work on a holiday, holiday during vacation, holiday while receiving sick pay, status of part-time employees.

IR RESEARCH SERVICES (in co-operation with Labour Canada)

Bereavement Leave (Collective Agreement Series, Number 3)

Frequency	Occasional.
Reference period	March 1980.
Publication date	July 1980.
Source of information	Data provided by Labour Canada and collective agreements held by IR Research Services.
Industry coverage	Includes some statistical breakdowns for manufacturing and non-manufacturing industries and examples from various industries.
Occupational coverage	All employees covered by agreements.
Geographic coverage	Canada-wide.
Published by	IR Research Publications, P.O. Box 1092, Kingston, Ontario, K7L 4Y5.
Cost	$3.95.
Summary	Provides information and data about variations in bereavement leave clauses. Aspects analyzed include definitions of immediate family, number of days provided for various family members, and conditions attached to granting of leave. Also reviews arbitral jurisprudence relating to bereavement leave.

IR RESEARCH SERVICES (in cooperation with Labour Canada)

Maternity and Related Leave (Collective Agreement Series, Number 4)

Frequency	Occasional.
Reference period	1980.
Publication date	November 1980.
Source of information	Information provided by Labour Canada and collective agreements held by IR Research Services.
Industry coverage	All industries. Includes examples of provisions in different industries.
Occupational coverage	Employees covered by agreements.
Geographic coverage	Canada-wide. Includes information on maternity leave legislation by jurisdiction plus international comparisons of legislated and negotiated provisions.
Published by	IR Research Publications, P.O. Box 1092, Kingston, Ontario, K7L 4Y5.
Cost	$6.50.
Summary	Provides information on legislation and collective agreement provisions relating to maternity leave, adoption leave, paternity leave and family raising leave, plus international comparisons and a review of arbitration principles. Agreement provisions analyzed include eligibility, conditions for leave, length of leave, pregnancy-related illness, seniority and related benefits, paid leave, and reinstatement on return to work. Includes a summary of selected maternity leave clauses.

IR RESEARCH SERVICES (in cooperation with Labour Canada)

Severance Pay (Collective Agreement Series, Number 5)

Frequency	Occasional.
Reference period	January 1981.
Publication date	March 1981.
Source of information	Data and information provided by Labour Canada, collective agreements held by IR Research Services, and other published and unpublished information.
Industry coverage	All industries. Includes examples of provisions in different industries.
Occupational coverage	Employees covered by agreements.
Geographic coverage	Canada-wide. Includes information on severance pay legislation by jurisdiction and international comparisons.
Published by	IR Research Publications, P.O. Box 1092, Kingston, Ontario, K7L 4Y5.
Cost	$3.95.
Summary	Provides information on legislation and collective agreement provisions relating to severance pay together with a review of arbitration principles. Agreement conditions analyzed include conditions for granting/not granting severance pay, service requirements, benefits, method of payment, re-employment and severance pay rights, and employee options. Includes a comparison with provisions in other countries.

IR RESEARCH SERVICES (in cooperation with Labour Canada)

Cost-of-Living Allowances (Collective Agreement Series, Number 6)

Frequency	Occasional.
Reference period	June 1981.
Publication date	September 1981.
Source of information	Data provided by Labour Canada, collective agreements held by IR Research Services, and other published and unpublished information.
Industry coverage	All industries. Includes examples of provisions in different industries.
Occupational coverage	Employees covered by agreements.
Geographic coverage	Canada-wide. Includes information on Consumer Price Index changes for regional cities.
Published by	IR Research Publications, P.O. Box 1092, Kingston, Ontario, K7L 4Y5.
Cost	$6.95.
Summary	Provides information on the growth and prevalence of COLA clauses, characteristics of clauses, implications of different provisions, and relevant arbitration principles. Also includes a summary of selected clauses. Characteristics analyzed include type of index, COLA formulae, caps and triggers, frequency of adjustment, float and fold-in.

THE LENNOX PARTNERSHIP

Western Canadian Oil/Gas Compensation Survey

Frequency	Semi-Annual.
Reference period	April 1 and September 1.
Publication date	June and October.
Source of information	Varies with survey, normally 100 organizations.
Industry coverage	Canadian-based oil and gas exploration, production and transportation companies.
Occupational coverage	84 distinct positions covering 27 job families with between four and seven responsibility levels each. The families form a comprehensive range from the CEO to the junior clerical group. Included are: engineers, geologists, geophysicists, landmen, technicians (engineering, geological and geophysical), drafters, senior field foremen/superintendents, economic analysts, solicitors, purchasing, payroll, secretaries, word processing operators, accountants, accounting clerks and production accounting clerks.
Geographic coverage	Mainly Alberta with emphasis on Calgary-based organizations.
Published by	The Lennox Partnership, Suite 730, 140 - 4th Avenue South West, Calgary, Alberta T2P 3N3.
Distribution and cost	Report available only to survey participants for their internal use. The cost of its production is borne equally by all participating companies.

THE LENNOX PARTNERSHIP

Western Canadian Oil/Gas Compensation Survey

Summary

Contains total compensation information including the incidence and, where possible, the values of bonus, other, cash incentives, perquisites and employee benefits by company size groupings. The data presented include line by line comparisons of compensation packages for each executive and management job category as well as decile, quartile, median and mean summaries. The report also includes information on perceived and quantified compensation trends and other appropriate compensation planning tools.

THE MANITOBA TEACHERS' SOCIETY

Clause-by-Clause Analysis of Division and District Agreements

Frequency	Annual.
Reference period	Current year.
Publication date	Autumn.
Source of information	Agreements on file.
Industry coverage	Public Schools.
Occupational coverage	Teachers in public schools.
Geographic coverage	Manitoba.
Published by	The Manitoba Teachers' Society, 191 Harcourt Street, Winnipeg, Manitoba, R3J 3H2.
Cost	Free.
Summary	Contains extracts of non-salary provisions in 59 school division and district agreements. Provisions covered include allowances, insurance plans, lay-off provisions, leaves, miscellaneous articles, terms for specialists, etc.

THE MANITOBA TEACHERS' SOCIETY

Salaries and Qualifications of Teachers

Frequency	Annual.
Reference period	School year.
Publication date	Autumn.
Source of information	Department of Education, Media File.
Industry coverage	Public Schools.
Occupational coverage	Teachers in public schools.
Geographic coverage	Manitoba.
Published by	The Manitoba Teachers' Society, 191 Harcourt Street, Winnipeg, Manitoba, R3J 3H2
Cost	Free.
Summary	Analysis of qualifications by employer unit, position (elementary and secondary), and certificate. Analysis of salaries by medians and means by provincial and by employer unit, and a frequency analysis by certificate and wage trenches.

THE MONTREAL BOARD OF TRADE

Annual Survey of Hourly-Paid Employees

Frequency	Annual.
Reference period	December 85
Publication date	March 86
Source of information	Survey of employers.
Industry coverage	No industry breakdown.
Occupational coverage	Covers 39 hourly jobs such as stationary engineer, 3rd class, labourer, chauffeur, truck drivers, warehouseman, garage mechanic, etc.
Geographic coverage	Montreal area.
Published by	The Montreal Board of Trade, 7th Floor, 1080 Beaver Hall Hill, Montreal, Quebec H2Z 1S9
Cost	Members: $25.00; Non-members: $35.00.
Summary	Provides information on minimum, maximum and weighted average hourly rates for 39 positions plus average minimum hiring rate and average hourly earnings for all adult labour. Also presents information on various working conditions, e.g., shiftwork premium, overtime premium, vacation policies, benefit plans, statutory holidays, jury duty. (Bilingual)

THE MONTREAL BOARD OF TRADE

Annual Survey of Salaried Employees

Frequency	Annual.
Reference period	January.
Publication date	April.
Source of information	Survey of employers.
Geographical coverage	Montreal area.
Industry coverage	Not shown separately.
Occupational coverage	Covers 45 clerical jobs.
Working conditions coverage	Covers whole series of working conditions such as days and hours worked weekly, vacation policies, statutory holiday observance, pay period, benefit plans, rest periods, etc.
Published by	The Montreal Board of Trade, 7th Floor, 1080 Beaver Hall Hill, Montreal, Quebec H2Z 1S9.
Available from	The Montreal Board of Trade.
Cost	Members: $25.00; Non-members: $35.00.
Summary	Contains minimum, maximum and weighted average of rates for 45 positions surveyed in current year, with comparative weighted averages for previous year. Working conditions are reported as percentages of firms and employees in the survey. (Bilingual)

THE MONTREAL BOARD OF TRADE

Executive Compensation Survey

Frequency	Annual.
Reference period	July.
Publication date	September
Source of information	Survey of employers.
Geographical coverage	Montreal area.
Industry coverage	Manufacturers, Transportation, Financial, Wholesalers, Services, and others.
Occupational coverage	Covers various executive positions including highest paid and second highest paid executive as well as executives responsible for particular functions ranging from advertising to purchasing, taxation and traffic, etc. (divided by corporate and divisional management).
Published by	The Montreal Board of Trade, 7th Floor, 1030 Beaver Hall Hill, Montreal, Quebec H2Z 1S9.
Available from	The Montreal Board of Trade.
Cost	Members: $25.00; Non-members: $35.00.
Summary	Covers the lowest minimum and highest maximum and overall average rates for the various executive categories. Comparison of current and previous years' figures. (Bilingual)

THE MONTREAL BOARD OF TRADE

Survey on Compenstion of Sales Personnel

Frequency	Annual.
Reference period	May 1985.
Publication date	August 1985.
Source of information	Survey of employers.
Industry coverage	Food, Retailers, Industrial Products, Proprietary Drugs and Toiletries, Transportation, Hospitals, and other.
Occupational coverage	Salesmen.
Geographical coverage	Montreal area.
Published by	The Montreal Board of Trade, 7th Floor, 1080 Beaver Hall Hill, Montreal, Quebec H2Z 1S9.
Cost	Members: $25.00; Non-members: $35.00.
Summary	Presents information on minimum, weighted average and maximum rates for salesmen in the Montreal area along with the minimum hiring rates for new salesmen. Includes information on travelling and other expenses, automobile allowances, bonuses, vacations, etc. (Bilingual)

PEAT MARWICK & PARTNERS

Data Processing Salary Survey

Frequency	Annual.
Reference period	May 1st.
Source of information	Survey of over 300 organizations representing over 12 500 employees.
Industry coverage	Information is given for 17 industry groups.
Occupational coverage	Data are provided for 57 data processing job classifications in seven categories - executive, planning, systems, technical services, operations, administration, and client/user services.
Geographical coverage	Data are presented for 18 cities and regions across Canada and also on national basis.
Published by	Peat Marwick & Partners, P.O. Box 31, Commerce Court West, Toronto, Ont. M5L 1B2. (Offices in other major cities).
Cost	Participants: $105.00 Non-participants: $250. Additional Copies: $25
Summary	Presents information on salaries for data processing occupations by major centre, by industry and size of installation. Salary data reported for each position are maximum, upper quartile, average, lower quartile, and minimum.

PUBLIC EMPLOYERS OF B.C.

Benefits and Working Conditions in British Columbia's Public and Private Sectors

Frequency	Biennial.
Reference period	April 1 of odd-numbered years
Publication date	June of odd-numbered years.
Source of information	Sample survey of B.C. employers. The public sector sample comprises 74 organizations and the private sector sample consists of 28 organizations, representing major employers in the province.
Industry coverage	Data are presented separately for public and private sectors.
Occupational coverage	Data are reported separately for three categories of employees: (1) Management/Professional; (2) Office and (3) Non-office.
Geographic coverage	Province-wide.
Published by	Public Employers of B.C., 1004 1166 Alberni St., Vancouver, B.C. V6E 3Z3.
Cost	Not stated.
Summary	Incidence and characteristics information is presented for 29 benefits and working conditions for both the public and private sectors in B.C. Benefits and working conditions surveyed fall into 17 categories: (1) Life Insurance Plans; (2) Health Insurance Plans, Sick Leave; (3) Salary Continuation Plans; (4) Pensions Plans; (5) Hours of Work and Overtime; (6) Designated Paid Holidays; (7) Paid Vacation Leave; (8) Bereavement

PUBLIC EMPLOYERS OF B.C.

Benefits and Working Conditions in British Columbia's Public and Private Sectors

Summary

Leave and Other Personnal Leave; (9) Severance Pay; (10) Rates of Pay; (11) Educational Leave for Full-Time Studies; (12) Travel Expenses; (13) Employer Contribution to Various Additional Insurance Plans; (14) Premium Pay; (15) Time-Off for Union Business; (16) Benefits of Continuing Part-Time Employees; and (17) Membership Fees in Professional, Social, and Health Organizations,

PUBLIC EMPLOYERS OF B.C.

News and Reference Reports

Frequency	Monthly.
Reference period	Current month.
Publication date	End of each month.
Source of information	Draws on various sources of industrial relations material.
Industry coverage	Emphasis on public sector.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Public Employers of B.C. suite 1004-1166 Alberni St., Vancouver, B.C., V6E 3Z3.
Cost	$275 per year.
Summary	Give access to a large body of arbitration awards, labour relations decisions, the Supreme Court of Canada and the Charter of Rights, the Human Rights Commission and tribunal decisions, the latest news on the labour scene, and articles submitted by prominent B.C. labour relations practionners.

PUBLIC EMPLOYERS OF B.C.

Office, Administration and Professional Occupations Survey

Frequency	Semi-annual.
Reference period	Information on file as of April 1 and October 1.
Publication date	Approximately six months following reference period.
Source of information	Sample survey of 208 organizations, 104 public sector and 104 private sector.
Industry coverage	Organizations are presented in a public sector/private sector format. The public sector is broken down into four major components: (1) Municipalities; (2) Education; (3) Hospitals; (4) Crown Corporations. Provincial government data are included in public sector totals, but not shown separately. As the size of the survey sample increases, it is planned to report data by industrial sector.
Occupational coverage	Engineers 1-6; Computer Systems Administrator 1-5; Financial Administrator 2-7; Personnel Officer 1-5; Buyer 1-4; Draftsman 1-9; Data Processing (Conversion) 1,2,3 and 5; Data Processing (Production) 2,3,4,5 and 7; Clerk 1-5; Secretaries 2 and 3; Stenographer 1 and 2; Typist 1 and 2; Office Duplicating Equipment Operator 1-3; Magnetic Card Operator/Word Processing Operator; Telephone Operator - Receptionist; Clerk Typist 1 and 2.
Geographic coverage	Province-wide.

PUBLIC EMPLOYERS OF B.C.

Office, Administrative and Professional Occupations Survey

Published by	Public employers of B.C., Vancouver, 1004 1166 Alberni St., B.C. V6E 3Z3.
Cost	Not stated.
Summary	Presents rates of pay information for 14 office, administrative and professional occupations in the public and private sectors of B.C.; together with information on hours of work, by class and level, and extent of collective agreement coverage.

PUBLIC EMPLOYERS OF B.C.

Settlements Summaries

Frequency	Monthly.
Reference period	Current month.
Publication date	End of the month.
Source of information	All available sources.
Industry coverage	Public/Private Sectors.
Occupational coverage	Nil.
Geographic coverage	Province-wide.
Published by	Public Employers of B.C. 1004-1166 Alberni St., Vancouver, B.C., V6E 3Z3.
Cost	Not stated.
Summary	Provides a comparison of public and private sector weighted wage increases.

PUBLIC EMPLOYERS OF B.C.

Trades and Non-office Occupations Survey

Frequency	Semi-annual.
Reference period	Information on file as of April 1 and October 1.
Publication date	Approximately 10 weeks following reference period..
Source of information	Sample survey of 208 organizations, 104 in the public sector and 104 in the private sector.
Industry coverage	Organizations are presented in a public sector/private sector format. The public sector is broken down into four major components: (1) Municipalities; (2) Education; (3) Hospitals; (4) Crown Corporations. Provincial government data are included in public sector totals, but not shown separately.
Occupational coverage	Carpenter (Journeyman); Machinist (Journeyman); Mechanic (Journeyman); Plumber (Journeyman); Painter-Brush (Journeyman); Painter-Spray (Journeyman); Electrician (Journeyman); Welder, Gas or Arc (Journeyman); Welder, Pressure (Journeyman); Equipment Operator, Heavy and light; Truck Driver, Heavy and Light; Stationary Engineer - 2nd, 3rd and 4th class; Stockman 1-3; Security Watchman/Guard; Building Service Worker 1-3; Labourer, Non-production.
Geographic coverage	Province-wide. Combined-sector information is presented for Vancouver, Victoria and B.C. excluding Vancouver and Victoria.

PUBLIC EMPLOYERS OF B.C.

Trades and Non-office Occupations Survey

Published by	Public Employers of B.C., Vancouver, 1004 1166 Alberni St., B.C. V6E 3Z3.
Cost	Not stated.
Summary	Presents information on hourly rates of pay for 14 trades and non-office occupations in the public and private sectors of B.C. Also includes information on hours of work by class; extent of collective agreement coverage and expiry date by class; and construction industry rates of pay for the province.

QUEBEC INDUSTRIAL RELATIONS INSTITUTE

Hourly Wage Survey

Frequency	Annual.
Reference period	Current year.
Publication date	June (with updates as warranted).
Source of information	Survey of member companies.
Industry coverage	All industries.
Occupational coverage	Covers 90 maintenance and service classifications plus 71 production classifications.
Geographic coverage	Greater Montreal area as well as some communities outside Montreal.
Published by	L'Institut de Relations Industrielles du Québec, Suite 325, 630 Sherbrooke St. West, Montreal, Québec, H3A 1E4.
Cost	Available on a company membership basis.
Summary	Provides information on hourly-wages for 90 maintenance and service classifications and for 71 production classifications.

QUEBEC INDUSTRIAL RELATIONS INSTITUTE

Management Compensation Survey

Frequency	Annual.
Reference period	Current year.
Publication date	June.
Source of information	Survey of member companies.
Industry coverage	All industries.
Occupational coverage	Covers four levels of the management hierarchy below the level of Vice-President.
Geographic coverage	Ontario and Quebec.
Published by	L'Institut de Relations Industrielles du Québec, Suite 325, 630 Sherbrooke St. West, Montreal, Québec, H3A 1E4.
Cost	Available on a company membership basis.
Summary	Provides information on management compensation for four levels of the management hierarchy below the level of vice-president in Ontario and Quebec.

QUEBEC INDUSTRIAL RELATIONS INSTITUTE

Policy (Working Conditions) Survey Part 1.

Frequency	Annual.
Reference period	Current year.
Publication date	October (with updates as warranted).
Source of information	Survey of member companies.
Industry coverage	All industries.
Occupational coverage	Covers plant employees.
Geographic coverage	Greater Montreal area as well as some communities outside Montreal.
Published by	L'Institut de Relations Industrielles du Québec, Suite 325, 630 Sherbrooke St. West, Montreal, Québec, H3A 1E4.
Cost	Available on a company membership basis.
Summary	Provides information on working conditions policies for plant employees located in Greater Montreal.

QUEBEC INDUSTRIAL RELATIONS INSTITUTE

Policy (Working Conditions) Survey Part 2.

Frequency	Annual.
Reference period	Current year.
Publication date	December.
Source of information	Survey of member companies.
Industry coverage	All industries.
Occupational coverage	Office Employees.
Geographic coverage	Greater Montreal area as well as some communities outside Montreal.
Published by	L'Institut de Relations Industrielles du Québec, Suite 325, 630 Sherbrooke St. West, Montreal, Québec, H3A 1E4.
Cost	Available on a company membership basis.
Summary	Provides information on working conditions policies for office employees in Greater Montreal.

QUEBEC INDUSTRIAL RELATIONS INSTITUTE

Salary Survey.

Frequency	Annual.
Reference period	Current year.
Publication date	April.
Source of information	Survey of member companies.
Industry coverage	All industries.
Occupational coverage	105 office and related classifications.
Geographic coverage	Greater Montreal area as well as some communities outside Montreal.
Published by	L'Institut de Relations Industrielles du Québec, Suite 325, 630 Sherbrooke St. West, Montreal, Québec, H3A 1E4.
Cost	Available on a company membership basis, the cost of which varies in relationship to the average number of persons employed in the province of Quebec during the year prior to the effective date of membership.
Summary	Provides information on salaries in one hundred and five office and related classifications in the Greater Montreal area.

QUEBEC INDUSTRIAL RELATIONS INSTITUTE

Survey Reflecting Hiring Salaries and Estimated Requirements.

Frequency	Annual.
Reference period	Current and upcoming year.
Publication date	November.
Source of information	Survey of member companies.
Industry coverage	Nil.
Occupational coverage	A selection of specified disciplines for University and College Graduates.
Geographic coverage	Quebec.
Published by	L'Institut de Relations Industrielles du Québec, Suite 325, 630 Sherbrooke St. West, Montreal, Québec, H3A 1E4.
Cost	Available on a company membership basis.
Summary	Provides information on the hiring salaries and for the requirements of University and Community College Graduates in specified disciplines.

QUEBEC METAL MINING ASSOCIATION

Labour Questionnaire: Summary of Information

Frequency	Annual.
Reference period	April, current year.
Publication date	Approximately 3 months following reference period.
Source of information	Survey of member companies.
Industry coverage	(1) Gold Mines; (2) Industrial Minerals; (3) Metal Mines; (4) Iron Mines.
Occupational coverage	Provides the following wage rate information (1) Drillers rate, underground; (2) Shovel Operators; (3) Labour rate, surface; and (4) Highest hourly rate, tradesmen.
Geographic coverage	Quebec.
Published by	Quebec Metal Mining Association Inc., Suite 704, 2 Place Quebec, Quebec, G1R 2B5.
Cost	Free to member companies.
Summary	Contains information on status of collective bargaining negotiations, labour supply, hours of work and overtime, turnover, wage rates and other collective agreement provisions.

QUEEN'S UNIVERSITY - INDUSTRIAL RELATIONS CENTRE

The Current Industrial Relations Scene

Frequency	Annual.
Reference period	Most recent year for which information is available plus previous years to show trends.
Publication date	September.
Source of information	Published and unpublished data from government departments and other sources.
Industry coverage	All industries. Includes data on wages and salaries by major industry group.
Occupational coverage	Includes data on wages, salaries and hourly rates of pay by occupational group.
Geographic coverage	Includes data on wage and salary rates by province and city.
Published by	Industrial Relations Centre, Queen's University, Kingston, Ontario., K7L 3N6.
Cost	$100
Summary	This annual 600-page volume provides detailed information on current conditions and trends in various areas of industrial relations, including compensation and collective bargaining. The reference tables include a summary of the number of collective agreements providing for various provisions and the number of employees covered by these provisions.

SOBECO GROUP INC.

Management Compensation in Canada

Frequency	Annual.
Reference period	January 1.
Publication date	June.
Source of information	Survey of almost 650 firms covering most industries and all regions.
Industry coverage	Data are presented for 48 industries and for selected industry sub-classifications.
Occupational coverage	Covers 74 management positions in eight categories: (1) Senior and Middle Management; (2) General Management; (3) Marketing/Sales Management; (4) Investment Management (5) Finance/Accounting Management; (6) Administrative Management; (7) Technical Service Management; (8) Manufacturing/Technical; (9) Human Resource Management.
Geographic coverage	(1) Altantic; (2) Montreal; (3) Other Quebec; (4) E. and N. Ontario; (5) Toronto; (6) S.W. Ontario; (7) Manitoba; (8) Saskatchewan; (9) Alberta; (10) B.C.
Published by	SOBECO GROUP INC., suite 1906, Merrill Lynch Canada Tower, Box 19, 200 King St., West, Toronto, M5H 3T4, (Offices in other major cities).
Cost	$570.
Summary	Presents information on salary increases, salary levels, and bonuses for over 70 management positions. Data are classified by industry, sales volume, size of work force and region.

SOBECO GROUP INC.

The Remuneration of Chief Executive Officers in Canada

Frequency	Annual.
Reference period	January 1.
Publication date	July.
Source of information	Survey of over 400 Chief Executive Officers.
Industry coverage	Data are classified under (1) 'Manufacturing', which includes companies engaged in manufacturing, distributing, construction, wholesaling, utilities and service industries; and (2) 'Finance and Insurance", including banks, trust companies etc. Also includes detail about individual industries.
Occupational coverage	Data relate to top active executives responsible for the management of the business. For manufacturing, three sets of figures are reported. One relates to all Chief Executive Officers having the titles "Chief Executive", and responsible for total operation of the company in all functional areas; the second consists of those coded by participants "Unit General Manager" as Chief Executive, and responsible for the operation of a subsidiary company which is highly autonomous except in the area of finance; and, the third group are for those with titles such as "Canadian Operations Manager" who are responsible for the operation of a subsidiary company whose major functional areas have little autonomy from the control of a parent corporation.
Geographic coverage	For manufacturing, data are presented for ten regions: (1) Atlantic; (2) Montreal; (3) Other Quebec; (4) E. and N. Ontario; (5) Toronto; (6) B.C.; (7) S.W. Ontario; (8) Manitoba; (9) Saskatchewan; (10) Alberta. For Finance and Insurance, classifications are (1) Quebec and East; (2) Ontario; and (3) Manitoba and West.

SOBECO GROUP INC.

The Remuneration of Chief Executive Officers in Canada

Published by	SOBECO GROUP INC. Suite 1906, Merrill Lynch, Canada Tower, Box 19 King St. W. Toronto, M5H 3T4.
Cost	$360.
Summary	Presents data on salaries and bonuses of chief executive officers plus car benefits. Data are classified by industry, sales volume and company assets, number of employees, and region.

SOBECO GROUP INC.

Sales Representatives Compensation in Canada

Frequency	Annual.
Reference period	June 1.
Publication date	September.
Source of information	Survey of over 250 companies, covering about 5 000 sales representatives.
Industry coverage	Data are presented for 40 industry groups, mainly manufacturing industries.
Occupational coverage	Junior, and senior sales representatives and sales supervisors in the retail whole sale and commercial/technical activities.
Geographic coverage	Territory bases of the sales representatives are aggregated into fourteen categories: (1) Atlantic; (2) Montreal; (3) Other Quebec; (4) Toronto; (5) Other Ontario; (6) Manitoba; (7) Saskatchewan; (8) Alberta; (9) B.C. (10) U.S.A. (11) International (12) Central provinces; (13) Western provinces, (14) National.
Published by	SOBECO GROUP INC., Suite 1906, Merrill Lynch Canada Tower, Box 19, 200 King St. West, Toronto, M5H 3T4.
Cost	$360.
Summary	Presents information on salaries, bonuses and commissions for sales representatives plus information on company cars and car expenses. Data are classified by industry, sales volume, and sales territory.

STEVENSON, KELLOGG, ERNST, & WHINNEY

Employee Benefit Costs in Canada

Frequency	Biennial.
Reference period	Year of publication.
Publication date	Autumn of even-numbered years.
Source of information	Survey of 450 employers covering over 1 million employees.
Industry coverage	Provides data for 10 manufacturing and 11 non-manufacturing industries. Shows aggregations for all industries manufacturing sector and non manufacturing sector.
Occupational coverage	All occupations and employees from hourly rated to senior management.
Geographic coverage	Canada-wide.
Published by	Stevenson, Kellogg, Ernst, and Whinney 2300 Yonge Street 18th Floor Toronto, Ontario M4P 1G2.
Cost	Free to participants. $25 to non-participants.
Summary	Statistical tables and commentary are provided describing the incidence and cost to employers of over 37 different employee benefits. Manufacturing industry coverage includes Food, Beverage and Tobacco, Printing and Publishing, Electrical Equipment, Chemicals, etc. Non-manufacturing includes Mining, Construction, Trade, Governments, Municipalities, Hospitals, etc. Data are given in terms of dollars per employee per year, percent of payroll, and cents per payroll hour. Other features include employer wage premium payments (overtime, shift, etc.) and a comparison with United States benefit costs.

STEVENSON, KELLOGG, ERNST & WHINNEY

Salary Survey

Frequency	Annual.
Reference period	July 1st.
Publication date	September.
Source of information	300 organizations, representing 500 000 employees.
Industry coverage	All industries.
Occupational coverage	Covers 103 job classifications in 33 job categories. The categories fall into five main groups: (1) Administrative Finance, and Data Processing; (2) Engineering and Technical; and (3) Sales; (4) Production; (5) Executive.
Geographic coverage	(1) British Columbia; (2) Alberta; (3) Saskatchewan; (4) Manitoba; (5) Ontario; (6) Quebec; (7) Atlantic Region.
Published by	Stevenson, Kellogg, Ernst & Whinney; 2300 Yonge Street Toronto, Ontario, M4P 1G2.
Cost	Participants: $295; Other organizations: $540.
Summary	Provides comparative information on salaries for 103 job classifications in British Columbia, Alberta, Saskatchewan, Manitoba and Ontario, Quebec and Atlantic Region. Data presented include average, median, first and third quartile rates, salary ranges, and union and non-union rates. The report also contains data on starting salaries for university graduates, vacation allowances, benefit plans, and the flexible work week.

TOWERS, PERRIN, FORSTER & CROSBY

Annual Executive Compensation Survey

Frequency	Annual.
Reference period	Current year.
Publication date	October.
Source of information	Survey of over 400 large Canadian business organizations.
Industry Coverage	Cross industry.
Occupational coverage	Chief Executive Officers, Chief Operating Officers, Group Vice Presidents, Divisional Vice Presidents, Top Finance, Top Legal, Top Personnel and Industrial Relations, Top Administration, Engineering Top Operations, Top Marketing and Treasurer, Controller and Secretary.
Geographic Coverage	Canada-Wide
Published by	Compensation Data Bank, TPF&C, 250 Bloor Street East, Suite 1100, Toronto, Ontario, M4W 3N3 (Offices in Montreal, Calgary and Vancouver as well).
Cost	Report is included in the Compensation Data Bank fee (see page 1980).
Summary	Provides participating companies with published data on compensation levels and practices for 14 executive positions.

TOWERS, PERRIN, FORSTER & CROSBY

BENSUR (Benefits Survey)

Frequency	Annual.
Reference period	January 1.
Publication date	Mid-year.
Source of information	Over 260 organizations participating in the benefits data bank survey.
Industry coverage	Covers public and private sectors. 14 categories of industry are covered. They are 1) Chemical & Chemical Products 2) Communications & Publishing 3) Consumer Products 4) Education 5) Electrical & Electronics Products 6) Finance and Insurance 7) Government & Government Agencies 8) Manufacturing 9) Mines & Resources 10) Paper & Allied Products 11) Realty 12) Trade & Service 13) Transportation 14) Utilities.
Occupational coverage	Salaried, non-union employees. No occupational breakdown.
Geographic coverage	Canada-wide. Alberta, B.C., Ontario, Quebec, and Atlantic provinces.
Published by	Benefits Data Bank TPF&C 800 Dorchester Blvd. West, Suite 3010, Montreal, P.Q. H3B 1X9.
Cost	Available only to participants.
Summary	Presents information on pension plans, group insurance plans and savings/profit sharing plans in major organizations. Participants receive updated summaries and information on emerging benefit patterns and trends on an annual basis. The information can be broken down for 14 industrial classifications from the Benefits Data Bank on a request basis.

UNITED STEELWORKERS OF AMERICA

Industrial Machinery Industry Conference

Frequency	Annual.
Reference period	January 1.
Publication date	January 9.
Source of information	Agreements on file (591) as of January 1.
Industry coverage	(1) Agricultural, Construction, Mining and Oil Field Machinery; (2) Metal-working Machinery; (3) Material handling, Bearings, Gears and Job Shops; (4) Textile, Food, Wood, Paper and Printing Machinery.
Occupational coverage	Employees covered by Steelworker agreements.
Geographic coverage	Canada and U.S.A. Agreements are listed by plant location.
Enquiries	United Steelworkers of America, Five Gateway Center, Pittsburgh, PA 15222.
Summary	Lists and comments on the provisions of Steelworker agreements in plants primarily engaged in the manufacturing of machinery used in the production process. Provisions analyzed include (1) Union Security; (2) Checkoff, Civil Rights, etc; (3) Seniority, Pay Guarantees and Safety; (4) Wage Information; (5) Apprenticeship, Incentive Plans, Shift Differentials, Cost-of-living; (6) Vacations and S.U.B.; (7) Overtime and Holidays; (8) Lay-off and Miscellaneous Pay Provisions; (9) Insurance; (10) Pensions. Agreements are classified by company name, local union, employment, location, SIC and Industry conference.

UNITED STEELWORKERS OF AMERICA, CLC-AFL-CIO

Summary of Collective Agreements

Frequency	Annual.
Source of information	Agreements filed with USW Research Department.
Industry coverage	Covers Steelworker agreements in Mining, Manufacturing and Miscellaneous industries.
Occupational coverage	Shows minimum wage or salary rate, except in Mining, where miner's rate is also given.
Geographic coverage	Canada-wide.
Published by	United Steelworkers of America, 55 Eglington E., Toronto, M4P 1B5.
Cost	Free.
Summary	Provides summary of main provisions of each Steelworker agreement in Canada. Details include company, location and local union; expiry date of agreement; union security; hours of work; paid vacations; statutory holidays; minimum rate, miner's rate; shift premiums; number of employees. Agreements are classified by mining industry, manufacturing industry, miscellaneous industries, office and technical units. (Available in English and French.)

VANCOUVER BOARD OF TRADE

Clerical Salary Survey

Frequency	Annual.
Reference period	Current year.
Publication date	August.
Source of information	Sampling of corporate members of the Board of Trade, including unionized and non-unionized firms.
Occupational coverage	Clerical occupations.
Geographic coverage	Greater Vancouver area.
Published by	The Vancouver Board of Trade, Suite 400, World Trade Center, 999 Canada Place, Vancouver, B.C., V6C 3C1.
Available from	Same. (Distribution restricted to members.)
Cost	$25.00.
Summary	The survey includes monthly salary ranges for clerical occupations and their weighted averages. Additional data include hours of work, holiday and leave policy, payment policy and benefit plans.

THE WINNIPEG CHAMBER OF COMMERCE

Labour Contract Information Service Bulletin

Frequency	Monthly.
Reference period	Latest month for which information available.
Publication date	Approximately one month following reference period.
Source of information	New collective agreements.
Industry coverage	All industries.
Occupational coverage	Provides wage rate information for selected job classes.
Geographic coverage	Winnipeg area.
Published by	The Winnipeg Chamber of Commerce, 700-177 Lombard Avenue, Winnipeg, R3B 3E5.
Cost	Members: $75 per year; Non-members: $125.
Summary	Provides information on wage rates, working conditions, and employee benefits in recently signed agreements in the Winnipeg area, and for the province of Manitoba. Labour arbitration cases and other industrial relations information are provided.

DATA BANKS

LABOUR CANADA

Collective Agreement Data System

Data Base	Collective agreements covering 500 or more employees in all industries, and in all jurisdictions. (Identification information only, i.e. name of employer and of bargaining unit; number of employees; effective and expiry dates of the agreement; is available for agreements covering 100 or more employees - approximately 8,000). The wage and working conditions information available for the larger (500 +) units is described below.
Potential Output	1. Quarterly and annual time series of wage increases negotiated in major (500 + employees) collective agreements, since 1967, can be retrieved based on the identification codes listed in (3) below. 2. Point-in-time tabulations of up to 154 specific working conditions set out in major agreements are retrievable on the basis of the identification codes below. 3. The identification codes which can be used for retrieval, individually or in combination, are: (1) Industry (Standard Industrial Classification code and Commecial/Non-Commercial) (2) Sector (Public/Private) (3) Jurisdiction (Provinces and Federal) (4) Metropolitan Regions (5) Settlement date (6) Effective date (7) Expiry date (8) Union Tabulations are available in English or French.
Enquiries	Bureau of Labour Information, Labour Canada, Ottawa K1A 0J2.

LABOUR CANADA

Strikes and Lockouts Data System

Data Base	All strikes and lockouts involving ten or more person-days are recorded on a monthly basis, the initial data being for 1946. The 1970 Standard Industrial Classification has been used.
Potential output	Data can be retrieved in a tabular form (i.e. consisting of a display of numbers, usually including the number of stoppages, workers involved and person-days not worked) or as a listing (i.e. an output of individual stoppages sorted by industry in a bilingual format, including company, location, union, number of workers and person-days, dates and issue). Headings can be jurisdiction, industry, contract status, issues, cities, metropolitan areas, ranges of duration, unions, affiliations, start and stop dates, lockouts, public sector, results, employers, etc., or a combination of them.
Enquiries	Bureau of Labour Information, Labour Canada, Ottawa, K1A 0J2. (819) 997-2980.

BRITISH COLUMBIA MINISTRY OF LABOUR

Negotiated Working Conditions Data System

Data Base	Current collective agreements covering 100 or more employees in British Columbia. All industries are included as are agreements in the federal jurisdiction which cover 100 or more employees in the province.
Potential Output	Data can be retrieved on a manual basis to identify those that are covered by specific provision by: (1) employer (2) union (3) industry (our allied S.I.C. Code) (4) jurisdiction (5) number of employees Data can be retrieved from 140 specific kinds of provisions contained in collective agreements.
Inquiries	Program Services Branch Ministry of Labour, Parliament Buildings, Victoria, B.C. V8V 1X4.

EDUCATION RELATIONS COMMISSION

Collective Agreement Data Bank

Data Base	Approximately 200 Teacher/Board collective agreements in Ontario.
Potential Output	A variety of information relating to salaries, fringe benefits and working conditions has been added to a computerized data bank which is updated regularly throughout the year. The data bank has been designed to facilitate high-speed retrieval in order to respond quickly to requests from negotiators and other involved persons. Special computer programs have been developed which present a historical overview of trends in collective bargaining either on a regional or board size basis and which allow for comparative analysis.
Enquiries	Education Relations Commission, 111 Avenue Road, Suite 400, Toronto, Ontario M5R 3J8

McGILL UNIVERSITY INDUSTRIAL RELATIONS CENTRE

Labour Agreements Data Bank

Data Base	Approximately 700 collective agreements covering all of Canada and including all Quebec agreements. Contracts are chosen to represent one third of all unionized workers within each industry. The only two industries which are not covered are construction and the railways.
Potential Output	The data bank contains information on over 100 collective agreement clauses. For the great majority of these, at least 8 conditions are provided and the 12 character computer abbreviation allows most of them to be easily identified without reference to the coding manual. Data can be retrieved by industry, company, union, region, and other categories. Printouts in English or French.
Cost	The cost is related to the number of employees in the organization; 500 employees and less $500; 501 to 1,000 employees $850; and more than 1,000 employees $1,250.
Enquiries	Joseph Zackon, Labour Agreements Data Bank, McGill University, 1001 Sherbrooke Street West, Montreal, H3A 1G5.

NEW BRUNSWICK DEPARTMENT OF LABOUR

Collective Agreement Data System

Data Base	Collective agreements on file with the Department.
Potential Output	1. Data can be retrieved based on the identification of the agreements. The identification codes which can be used for retrieval, individually or in combinations, are (1) Industry - S.I.C. Code; (2) Metropolitan region, county; (3) settlement date; (4) effective date; (5) expiry date; (6) union; (7) occupational group; (8) number of employees.
Enquiries	The Evaluation Branch. Labour and Employment Division, New Brunswick Department of Labour P.O. Box 6000, Fredericton, N.B., E3B 5H1.

NOVA SCOTIA DEPARTMENT OF LABOUR

Collective Agreement Analysis System

Data Base

Collective Agreements filed with the Department in accordance with requirements of the Trade Union Act.

Potential Output

1. Data can be retrieved according to the identification of agreements. The data requested can be based upon combinations of criteria depending on user needs. Identification codes cover: (1) industry - S.I.C. Code; (2) Metropolitan Region, County, Census; (3) Settlement Date; (4) Effective Date; (5) Expiry Date; (6) Union; (7) Occupation; (8) Number of Employees; (9) Settlement Stage. Selections can be made on various combinations of these codes, together with pre-set conditions such as durable goods-producing and service industry.

2. The data can be retrieved based upon the provisions of working conditions set out in collective agreements.

Enquiries

Labour Research Division,
Nova Scotia Department of Labour,
P.O. Box 697,
Halifax, Nova Scotia B3J 2T8

ONTARIO MINISTRY OF LABOUR

Collective Bargaining Agreements

Data Base	10,000 current agreements on file for all industries in Ontario.
Potential Output	For each agreement coded, two types of information are available: 1. Identification data, used primarily for purposes of classifying agreements, such as industry, location, employer name, unit size, occupational coverage, union and expiry date. Selections can be made on various combinations of the above. 2. Substantive provisions data, referring to the written agreements clauses which were bargained. 200 possible provisions are coded, and can be retrieved for analysis of groups of provisions or sets of agreements.
Enquiries	Research & Analysis Branch Ontario Ministry of Labour, 400 University Avenue, 11th Floor Toronto, Ontario, M7A 1T7.

SASKATCHEWAN DEPARTMENT OF LABOUR

Collective Agreement Data System

Data Base	There are about 750 agreements on computer file. These numbers change whenever the file is updated. There are historical files back to 1974, both on computer and hard copy. The agreements cover all industries except construction. There are no minimum or maximum limits on number of employees.
Potential Output	(1) Because of an on-line terminal, data can be retrieved almost immediately on any of the 180 individual subject areas which are coded and put on file. (2) "Non-Wage Provisions in Saskatchewan Collective Agreement" effective October 1, is published annually. (See page 1381) Publications and tabulations available in English only.
Enquiries	Policy Planning and Research Division, Saskatchewan Department of Labour, 1870 Albert Street, Regina Saskatchewan S4P 3V7

TOWERS, PERRIN, FORSTER AND CROSBY

TPF&C Compensation Data Bank

Data Base

Participants may access two principal data sources. Method "A" provides information on 73 key management positions. Method "B" provides comparative information for 18 basic occupational groups i.e., job families, from entry level to senior levels, within specific functional areas such as: Accounting, Engineering, Technologists, Administration/Clerical, etc. Data are provided once a year.

Potential Output

Under Method "A", the scope of the data permits a detailed comparison of compensation practices among the selected positions along industry, geographic and specific organizational size parameters (sales, assets, employees, etc.). Method "B" permits comparisons of compensation levels, salary ranges, etc., along industry, geographic and other commonly used parameters.

Cost

Each participant pays an annual fee of $600 and enters as many data as possible into the Bank. In return, the participant can draw out specific reports which are charged against the annual fee. Also participants in the Compensation Data Bank receive a copy of TPF&C's Annual Executive Compensation Survey.

Enquiries

Towers, Perrin, Forster & Crosby

250 Bloor St. East, Suite 1100
Toronto, Ontation
M4W 3N3 (416) 960-2700

202 6th Avenue, S.W., Suite 465
Calgary, Alberta
T2P 2R9 (403) 269-4813

800 Dorchester Blvd. West, Suite 3010,
Montreal, Quebec
H3B 1X9 (514) 866-7652

1100 Melville Street, Suite 1400,
Vancouver, B.C.
V6E 4A6 (604) 683-8485

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REFERENCE STUDIES AND PERIODICALS

Reference Studies

British Columbia Collective Bargaining Review

This annual report reviews trends in British Columbia in wages, benefits, labour disputes, labour relations, the labour market, union membership and current collective bargaining issues.

Publisher: Business Council of British Columbia,
800 West Pender Street,
Vancouver, B.C.,
V6C 2V6

Cost Not stated.

Current Economic and Industrial Relations Indicators

This semi-annual publication presents statistical data and charts covering output and income, the labour market, prices, profits, wages, earnings and benefits, productivity and labour costs, financial statistics, collective bargaining and industrial relations. Covers Canada and the United States.

Publisher: Industrial Relations Centre, Queen's University,
Kingston, Ontario.

Cost Included among services provided in Centre's research subscription program.

Economic Review

This quarterly review, contains recent and historical data on wages and incomes, prices, employment and unemployment, and productivity. Available in English or French.

Publisher: Department of Finance, Ottawa.

Cost $20.00.

Facts and Figures

This annual report, published in June, contains statistical and other information on a wide range of economic and industrial relations matters, e.g., prices, output, unemployment, work stoppages, minimim wages, health insurance, health and safety.

Publisher: Research Department, Ontario Federation of Labour,
15 Gervais Drive, Don Mills, Ontario.

Cost: Free.

Compensation Data Source Book

This volume is a compilation of descriptions available on compensation and related areas, as carried out by various public and private surveying organizations. It includes information about the coverage of each survey, the methodology, the findings, availability, and a description of the surveying organization. The sourcebook is designed to be updated periodically.

Publisher: The Conference Board in Canada, 255 Smyth Rd.,
Ottawa, K1H 8M7.

Cost: Not stated

Periodicals and Newsletters -- General

Canadian Industrial Relations and Personnel Developments (weekly)

Summarizes recent developments in the industrial relations field. Contains some economic and industrial relations data, including occasional survey information.

Publisher: CCH Canadian Ltd., Garamond Court, Don Mills,
Ontario M3C 1Z5.

Annual subscription: $240.

CLV Reports (weekly)

A series of reports on facts and trends in industrial relations; the arbitration review, the clerical and technical review; the public service review; and the labour board review. Includes occasional surveys of wages and working conditions in specific sectors.

Publisher: The Canada Labour Views Company, 85 Bloor St. E.
Suite 301, Toronto, Ontario, M4W 1A9.

Annual subscription: $186.

Datafacts (quarterly)

Contains summary of labour market highlights and data and charts on the labour market, productivity and compensation.

Publisher: Compensation Research Centre, The Conference Board
in Canada, 333 River Road, Ottawa.

Annual subscription: $20.

Industrial Relations Bulletin (weekly)

Provides information on recent settlements, status of negotiations, wage and salary developments and "items of interest."

Publisher: Business Council of British Columbia,
800 West Pender Street,
Vancouver, B.C.,
V6C 2V6.

Annual subscription: Not stated.

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(2) The "general" category under each major index heading includes reports which provide information on a number of industries, occupations, regions, etc. The range of information contained in these reports is listed in the relevant abstracts.

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SECTION 2

ECONOMIC STUDIES

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SECTION 2

ECONOMIC STUDIES

This section consists of four parts:

Part 1 General Economic Statistics

This sub-section contains references to indicators of economic activity or performance. It includes reports which provide data about specific indicators, such as output and prices, as well as general statistical reports. It is not intended to represent a comprehensive listing of statistical sources about the economy, but rather to serve as a guide to sources of information about frequently cited indicators. Some of the general statistical reports referred to, however, such as the *Canadian Statistical Review* and the *Bank of Canada Review*, do provide comprehensive information, though in a more summary form than is contained in the primary source.

Although data on employment and unemployment are included in the latter publications, the primary sources of information about the labour force have been included in Part 2 of this section.

Part 2 Manpower

This sub-section includes references relating to employment, unemployment and other labour market indicators, immigration, manpower projections and occupational employment patterns.

Part 3 Industry Studies

The reports listed in this sub-section contain statistical information about the characteristics and performance of specific industries.

Part 4 Economic Conditions

This part lists reports which review and analyze economic trends and/or provide forecasts of economic activity.

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GENERAL ECONOMIC STATISTICS

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STATISTICS CANADA

Canadian Statistical Review (Cat. No. 11-003)

Frequency	Monthly.
Publication date	Two to three months following reference month or quarter. A weekly supplement contains data published between release dates.
Source of information	Statistics Canada surveys, Federal Government departments and agencies and other sources.
Published by	CANSIM Division, Statistics Canada, Ottawa, K1A 0V7.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $200.00. Single copy: $20.00. Available in English (11-003E) and French (11-003F).
Summary	Summarizes latest monthly or quarterly data from Statistics Canada publications, and monthly or quarterly data for previous two years. Also features articles on economic conditions and special subjects. Sections are: (1) Selected Economic Indicators; (2) Population Statistics; (3) System of National Accounts; (4) Labour; (5) Prices; (6) Manufacturing; (7) Fuel, Power, Mining; (8) Construction; (9) Food and Agriculture; (10) Domestic Trade; (11) External Trade; (12) Transportation; and (13) Finance; and (14) Selected Social Data.

STATISTICS CANADA

System of National Accounts, National Income and Expenditure Accounts (Cat. No. 13-001)

Freque[illegible]	Quarterly.
Publi[illegible]ion date	Four months following reference period. Preliminary data are available earlier in a free quarterly information bulletin.
Source of information	Data compiled by Statistics Canada.
Published by	Gross National Product Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $60.00; Single copy: $15.00. Subscription includes the advanced quarterly information bulletin and "Financial Flow Accounts: Preliminary data", quarterly. (Bilingual.)
Summary	Contains quarterly data for previous eight years, on national income, gross national product and gross national expenditure and their components, in current dollars and in constant (1971) dollars; G.N.E. implicit price indexes; sources and disposition of personal income and gross savings; governments' revenue and expenditure and transactions of residents with non-residents. Also features analyses of recent trends and occasional short technical and analytical articles. Summary data on an annual basis for 15 years are available in 13-201. Also included in this publication are industry and geographical distrubutions of the above as well as of gross domestic product.

STATISTICS CANADA

System of National Accounts, Aggregate Productivity Measures (Cat. No. 14-201)

Frequency	Annual.
Publication date	About 18 months following end of reference year.
Source of information	Output data come from "Gross Domestic Product by Industry". Data on number of persons employed and number of man-hours worked are derived from various Statistics Canada Sources, including "Estimates of Employees", "The Labour Force", "Employment, Earnings and Hours", and "Manufacturing Industries of Canada". Compensation data (wages, salaries and supplementary labour income) are provided by Statistics Canada's Labour Division.
Industry coverage	Statistics in this publication encompass only the commercial sector of the economy. Data present four industry groupings and their aggregations. The industry groupings are (1) Agriculture; (2) Manufacturing; (3) Other commercial goods-producing industries; and (4) Commercial service-producing industries. The aggregations presented are (5) All commercial industries; (6) Commercial goods-producing industries; (7) Commercial non-agricultural industries; and (8) Commercial non-agricultural goods-producing industries.
Geographic coverage	Canada-wide. Also includes summary comparisons of Canada and the U.S.A.
Published by	Input-Output Division, Statistics Canada, Ottawa.
Available from	Publications Sales and Services, Statistics Canada, Ottawa, K1A OT6.
Cost	$15.00. (Bilingual)
Summary	Presents annual data on output per person, output per man-hour, compensation per person and per man-hour, and labour costs per unit of output for commercial industries in Canada. Includes historical data since 1946, and Canada-United States comparisons.

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STATISTICS CANADA

Inventories, Shipments and Orders in Manufacturing Industries (Cat. No. 31-001)

Frequency	Monthly.
Publication date	Three months following reference month.
Source of information	Based on a sample of about 10,000 manufacturing establishments.
Industry coverage	Major manufacturing industry groupings (20) and selected individual industries.
Geographic coverage	Data on shipments are presented by province and industry. Other data for Canada only.
Published by	Manufacturing and Primary Industries Division Statistics Canada, Ottawa.
Available from	Publication Sales and Services, Statistics Canada, Ottawa K1A 0T6.
Cost	Annual subscription: $150.00; Single copy: $15.00 (Bilingual).
Summary	Contains monthly data on value of shipments, orders and inventories in manufacturing industries, classified by industry grouping and by economic use classification (consumer goods industries export industries, etc). Includes data for latest month and previous 24 months, seasonally adjusted and unadjusted.

STATISTICS CANADA

System of National Accounts, Gross Domestic Product by Industry (Cat. No. 61-005).

Frequency	Monthly.
Publication date	Two to three months following reference period.
Source of information	Survey of establishments.
Industry coverage	Data are presented for over 120 industries and industry groupings.
Geographic coverage	Canada-wide.
Published by	Industry Product Division, Statistics Canada, Ottawa.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A OT6.
Cost	Annual subscription: $100.00; Single copy: $10.00 (Bilingual).
Summary	Provides constant dollar measures of the contribution of each industry to Gross Domestic Product at factor cost. Data include the indexes of real domestic product for each industry for the month of the current year and for the 12 months of the preceding year, (seasonally adjusted and unadjusted), and the weight of each industry in the total index. Similar data are available for the years since 1971 in 61-213. Also available in the latter publication are: current dollar values of gross output, intermediate inputs, value added and implicit price indexes for selected manufacturing industries. Provincial estimates of Gross Domestic Product for most goods producing industries are available for the years since 1926 in 61-202.

STATISTICS CANADA

Private and Public Investment in Canada: Intentions. (Cat. No. 61-205)

Frequency	Annual.
Reference period	Current year.
Publication date	May of reference year.
Source of information	Questionnaire survey of approximately 24 000 establishments and other spending agencies, completed towards end of previous year and in January and February of current year.
Industry coverage	Major sectors and selected industry groups, public and private sectors. Sub-industry detail for 20 major industry groups in the manufacturing sector are available in 61-214.
Geographic coverage	Classified by regions, provinces and for 15 metropolitan areas.
Published by	Construction Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	$25.00. (Bilingual)
Summary	Contains data on capital spending intentions for the current year, and actual data for the preceding two years. Estimates cover outlays for construction and for machinery and equipment by Canadian business institutions and governments, together with expenditures for housing. Non-capitalized repair expenditures on structures and machinery are shown separately.

STATISTICS CANADA

Private and Public Investment in Canada: Revised Intentions (Cat. No. 61-206)

Frequency	Annual.
Reference period	Current year.
Publication date	August, reference year.
Source of information	Questionnaire survey of approximately 24 000 establishments and other spending agencies carried out in May, June and early July of the current year.
Industry coverage	Major sectors and selected industry groups, public and private sectors and 20 major industry groups in the manufacturing sector.
Geographic coverage	Classified by regions and province.
Published by	Construction Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	$25.00. (Bilingual)
Summary	Sets out revised capital spending intentions for the current year, superseding estimates published earlier (May) in 61-205. Comparative figures of the original intentions and preliminary actual expenditures for the previous year are also given. (See also 61-205.)

STATISTICS CANADA

Corporation Financial Statistics (Cat. No. 61-207)

Frequency	Annual.
Publication date	Approximately two years following reference year.
Source of information	Derived mainly from corporation income tax returns. Data on major financial items are based on information for nearly 350,000 corporations. Other data based on corporations with assets of $5 million or more and a sample of corporations with assets less than $5 million.
Industry coverage	182 industry groups, most of which correspond to specific standard industrial classifications. Some classes, however, are aggregated together.
Geographic coverage	Canada-wide.
Published by	Business Finance Division, Statistics Canada, Ottawa.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A OT6.
Cost	$50.00. (Bilingual)
Summary	Contains data on assets, equity, sales and pre-tax profit of Canadian corporations in 182 industries. Also includes detailed balance sheet and income and retained earnings statistics for each industry, including salaries and wages component of cost. Data are for the reference year and the preceding year. Partial and incomplete data on the assets, equity, sales and pre-tax profits only, are available in a free preliminary publication (61-207), 18 months after each reference year.

STATISTICS CANADA

The Consumer Price Index (Cat. No. 62-001)

Frequency	Monthly.
Publication date	Second week of the month following reference period.
Source of information	The Consumer Price Index is compiled mostly from price observations in retail and other outlets by Statistics Canada's price collectors. Prices of approximately 600 commodities are surveyed and the average number of prices collected monthly is over 130 000.
Geographic Coverage	Urban centres with 30 000 or more inhabitants (currently 64). Indexes are published for Canada and for 15 major urban centres (also called regional cities).
Published by	Prices Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $80.00; Single copy: $8.00. (Bilingual)
Summary	Provides consumer price indexes for Canada and 15 regional cities, and a descriptive summary of retail price movements and the factors underlying them. Contains the following tabular information: lastest price index movements for the 7 major components; price and index changes on 1 and 12-month bases for an extensive number of components and groups; historical monthly information (from 1967); seasonally adjusted month-to-month changes; and price indexes re-classified according to categories of goods and services.

Additional monthly and annual data are contained in 62-010.

STATISTICS CANADA

Consumer Prices and Price Indexes (Cat. No. 62-010)

Frequency	Quarterly.
Publication date	Approximately two months following reference quarter.
Source of information	See 62-001.
Geographic coverage	Monthly consumer price indexes are shown for 15 cities. This report also provides data on comparative average retail prices in 26 cities, based on surveys conducted in January, April, June and October.
Published by	Prices Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $60.00; Single Copy: $15.00 (Bilingual).
Summary	Part I of this report presents a synopsis of current consumer price index movements for each of the three months in the reference quarter, at both the urban Canada and the regional cities' level. Parts II and III provide a detailed historical summary of monthly consumer price index movements in recent years, (including disaggregated information), for urban Canada and regional cities. Part IV presents the most recent data with regard to average city retail prices and inter-city indexes of retail price differentials. Appendices serve as sources of reference for the statistical data presented in preceding sections. Also includes tables showing (1) C.P.I. movements in selected industrial countries and (2) international retail price comparisons.

STATISTICS CANADA

Industry Price Indexes (Cat. No. 62-011)

Frequency	Monthly.
Publication date	Two months following reference period.
Source of information	Statistics Canada surveys.
Industry coverage	Industry selling price indexes are given for approximately 110 industries in 20 major manufacturing groups and within those industries, for approximately 700 commodity price indexes.
Geographic coverage	Canada-wide, except for the Electric Power Indexes which are shown by region and province.
Published by	Prices Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $150.00; Single copy: $15.00. (Bilingual)
Summary	Provides data on movements in the prices of gross shipments of manufacturing industries. Industry selling price indexes are published for approximately 110 industries within manufacturing. Also published are approximately 700 commodity price indexes for the products of these industries. The report also includes purchase price indexes of selected industrial materials; Electric power selling price indexes; and selected raw materials price indexes. Indexes are shown monthly for more than four years; Historical data (from 1956 in some cases) are published in one issue each year.

STATISTICS CANADA

Retail Trade (Cat. No. 63-005)

Frequency	Monthly.
Publication date	Three months following reference month.
Source of information	Sample survey of retail locations.
Geographic coverage	Data are presented by province and for selected metropolitan areas.
Published by	Merchandising and Services Division, Statistics Canada, Ottawa, K1A 0V4.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $140.00; Single copy: $14.00. (Bilingual)
Summary	Contains data on dollar volume of retail sales. Data are shown separately for chain and independent stores and for 28 types of business and are classified by province and selected metropolitan area. Includes seasonally adjusted figures for most recent month and previous 12 months. Historical data (1972-79) are available in 63-538 (Occasional).

STATISTICS CANADA

New Motor Vehicle Sales (Cat. No. 63-007)

Frequency	Monthly.
Publication date	Two months following reference month.
Source of information	Survey of Canadian auto manufacturers and importers of vehicles manufactured elsewhere.
Geographic coverage	Data are presented by province.
Published by	Merchandising and Services Division, Statistics Canada, Ottawa, K1A 0V4.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $80.00; Single copy: $8.00. (Bilingual)
Summary	Contains data on monthly sales of new motor vehicles, by type of vehicle and country of origin (Canada and U.S. or imported). Includes information on number of units, total dollar value and average prices and market shares for each main type of motor vehicle. Data are classified by province. Includes monthly data for the current and preceding two years.

STATISTICS CANADA

Building Permits (Cat. No. 64-001)

Frequency	Monthly.
Publication date	Three months following reference month.
Source of information	Statistics Canada Survey of municipalities.
Geographic coverage	Data are presented by province, county, metropolitan areas, economic regional, and urban or rural centres.
Published by	Construction Division, Statistics Canada, Ottawa, K1A 0Z6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A OT6.
Cost	Annual subscription: $200.00; Single copy: $20.00. (Bilingual)
Summary	Presents statistics on volume and value of building permits issued during the month (and cumulative figures for the current year), for each municipality reporting in the survey. Totals are provided for provinces, metropolitan areas, economic regions, counties and for Canada as a whole. Municipalities are listed individually, showing building permits according to residential, non-residential (industrial, commercial, institutional and government) classifications. Includes some seasonally-adjusted and constant dollar data, and data for preceding four to five years. (Annual summaries are contained in 64-203.)

STATISTICS CANADA

Housing Starts and Completions (Cat. No. 64-002)

Frequency	Monthly.
Publication date	Two months following reference month.
Source of information	Surveys carried out by Central Mortgage and Housing Corporation.
Geographic coverage	Classified by province, metropolitan area and urban centres of 10 000 population and over.
Published by	Construction Division, Statistics Canada, Ottawa, K1A 0Z6.
Available from	Publications Distribution, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $150.00; Single copy: $15.00. (Bilingual)
Summary	Contains data on housing starts, completions and units under construction, in centres of 10 000 population and over as defined in the 1976 census. The reports for March, June, September and December also contain statistics for areas with smaller populations. Data are classified by province, metropolitan and urban area, and by type of dwelling.

STATISTICS CANADA

Summary of Canadian International Trade (Cat. No. 65-001)

Frequency	Monthly.
Publication date	Two months following reference month.
Source of information	Tabulated from copies of administrative documents collected by Revenue Canada, Customs, at its ports across Canada.
Geographic coverage	Classification of imports and exports by country, imports by province of clearance, exports by province of lading.
Published by	External Trade Division, Statistics Canada, Ottawa, K1A 0Z9.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $150.00; Single copy: $15.00. (Bilingual)
Summary	Provides price and volume indexes of imports and exports, data on value of imports and exports by principal trading area, country, type of commodity and province of clearance or lading. Includes data for most recent and previous month, cumulative totals for year, and comparisons with previous two years. Some principal data are seasonally-adjusted. (Further details are in related publications: 65-003, 65-004, 65-006, 65-007 (monthly data), and 65-202, 65-203, 65-207 (annual data)).

STATISTICS CANADA

System of National Accounts
Quarterly Estimates of the Canadian Balance of International Payments (Cat. No. 67-001)

Frequency	Quarterly.
Publication date	Three months following end of reference quarter.
Source of information	Various.
Geographic coverage	Includes data on balance of payments with the U.S., the U.K., Japan, other OECD, and EEC.
Published by	Balance of Payments Division, Statistics Canada, Ottawa, K1A 0Z8.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $100.00; Single copy: $25.00. (Bilingual)
Summary	Contains data on current and capital transactions between Canada and other countries, and other financial statistics such as: Canada's Official International Monetary Assets, Export Credits financed by the Government of Canada, and foreign exchange rates.

BANK OF CANADA

Bank of Canada Review

Frequency	Monthly.
Publication date	Within 1 week of reference month.
Reference period	Most recent weeks, month, or quarter, plus previous years.
Source of information	Bank of Canada, Government Departments and agencies Statistics Canada, and foreign institutions.
Published by	Bank of Canada, Ottawa, K1A OG9.
Cost	Subscription: $10 per annum; $25 for three years; Single copy: $1.00. (Bilingual)
Summary	Contains data on major financial and economic indicators, Government of Canada fiscal position, banking statistics, capital markets and interest rates, financial institutions other than banks, and external trade and international statistics. Also contains section on general economic statistics, including labour force, prices and costs. In most cases, presents weekly, monthly or quarterly data for previous three to four years and annual data for past 10 years. Also includes monthly articles relating to economic developments and trends.

BUREAU DE LA STATISTIQUE DU QUÉBEC

Le Québec Statistique

Frequency	Annual.
Publication date	Approximately one year following end of reference year.
Source of information	Provincial departments, Statistics Canada, other federal departments and agencies, commercial and other institutions.
Industry coverage	Economic and Financial sections include: Agriculture, Forestry, Fishing, Mines, Energy, Manufacturing, Construction, Trade, Tourism, Transportation, Communications, foreign trade, commercial finance, public finance and Quebec National Accounts. The manufacturing and some other sectors are further disaggregated, as also is a section on Labour.
Occupational coverage	Some labour and construction data are classified by occupations.
Geographic coverage	Many series are classified by region, urban centres or cities; also includes interprovincial and Quebec-Canada comparisons.
Published by	Bureau de la Statistique du Québec, 117, rue Saint- André, Québec, Québec, G1K 3Y3.
Available from	L'editeur officiel du Québec, Place Ste-Foy, Québec, G1V 2L1.
Cost	$19.95 (French).

BUREAU DE LA STATISIQUE DU QUÉBEC

Le Québec Statistique

Summary	The publication provides tabular material and commentaries on social, economic, industrial and financial activities in Quebec. The material is presented in 24 chapters including sections on population, labour force, earnings, and on the industries shown under 'industrial coverage' above. Interprovincial and Quebec-Canada comparisons are frequently given. Sub-provincial aggregates, as noted above under 'geographical coverage' are also given where available. Data are for the most recent years.

BUREAU DE LA STATISTIQUE DU QUEBEC

Statistiques

Frequency	Quarterly.
Publication date	Approximately one month after reference quarter.
Industry coverage	Presents general economic statistics for major industry groups. Data on employment and earnings are presented in more detail.
Occupational coverage	Employment data are presented by occupation.
Geographic coverage	Quebec.
Published by	Bureau de la Statistique du Quebec, 117, rue Saint- André, Québec (Québec), G1K 3Y3.
Available from	L'Editeur officiel du Québec, 1283, boul. Charest ouest, Québec (Québec), G1N 2C9.
Cost	Annual subscription: $25.00; Single copy: $7.50.
Summary	This report provides statistical information about Quebec under 13 headings: population, employment, remuneration, revenues from transfers, output, construction, energy and fuel, prices, domestic trade, economic accounts of revenues and expenses, external trade, finance, and some indicators for Canadian economic regions.

ONTARIO MINISTRY OF TREASURY, ECONOMICS AND INTERGOVERNMENTAL AFFAIRS

Ontario Statistics

Frequency	Biennial.
Publication date	Autumn (even numbered years).
Source of information	Principal sources are Statistics Canada, federal departments and agencies, provincial ministries, banks, industrial corporations, and non-governmental regulatory agencies.
Industry coverage	Economic Series Section includes chapters on Trade, Agriculture, Fishing, Forestry and Mining, Energy, Manufacturing, Construction and Transportation as well as data on employment and earnings by industry.
Occupational coverage	Includes data on employment by occupational category.
Geographic coverage	Ontario-wide includes some Ontario-Canada and interprovincial comparisons of data.
Published by	Sectoral and Regional Policy Branch, Statistics Sections, Ministry of Treasury and Economics. Government of Ontario, Queen's Park Toronto, M7A 1Y7.
Available from	Ontario Government Bookstore, 880 Bay Street, Toronto, M7A 1N8.
Cost	$15.00

ONTARIO MINISTRY OF TREASURY, ECONOMICS AND INTERGOVERNMENTAL AFFAIRS

Ontario Statistics

Summary	This publication provides statistical reference material on social, economic and financial activity in Ontario. The material is presented in 33 sections with four headings each: (1) Land; (2) People; (3) Economy; and (4) Government. Data are presented in many cases back to 1970, and include interprovincial and Ontario/Canada comparisons.

P.E.I. DEPARTMENT OF FINANCE AND TOURISM

Statistical Review

Frequency	Annual.
Publication date	Three months following reference year.
Source of information	Statistics Canada and provincial government departments, institutions and agencies.
Published by	Department of Finance and Tourism, Economics, Statistics and Fiscal Analysis Branch, Charlottetown, P.E.I.
Cost	Free.
Summary	Contains statistical information on selected key economic and social variables in P.E.I. Areas covered are (1) Population, Vital Statistics, and Labour Force; (2) General Economic Indicators; and (3) Sectoral Development. The latter category includes industry statistics, social statistics, economic statistics, and statistics relating to federal, provincial and local governments in P.E.I.

MANPOWER

09/86

STATISTICS CANADA

The Labour Force (Cat. No. 71-001)

Frequency	Monthly.
Publication date	Month following reference period.
Source of information	Based on a sample survey of households. Interviews are carried out in about 56 000 representative households across the country.
Industry coverage	(1) Agriculture; (2) Forestry; (3) Fishing and Trapping; (4) Mines, Quarries and Oil Wells; (5) Manufacturing; (6) Construction; (7) Transportation and Communications; (8) Utilities; (9) Trade; (10) Finance, Insurance and Real Estate; (11) Community, Business and Personal Services; (12) Public Administration.
Occupational coverage	(1) Managerial, administrative; (2) Natural Sciences; (3) Social Sciences; (4) Religion; (5) Teaching; (6) Medicine and health; (7) Artistic and recreational; (8) Clerical; (9) Sales; (10) Service; (11) Agriculture; (12) Fishing, hunting and trapping; (13) Forestry and logging; (14) Mining and quarrying; (15) Processing; (16) Machining; (17) Product fabricating, assembling and repairing; (18) Construction trades; (19) Transport equipment operation; (20) Materials handling; (21) Other crafts and equipment operating; (22) Unclassified.
Geographic coverage	Data are presented for Canada and, in somewhat less detail, by province. The report also contains some estimates by metropolitan area and by economic region within provinces.
Published by	Labour Force Survey Group, Statistics Canada, Ottawa, K1A 0T6.

STATISTICS CANADA

The Labour Force (Cat. No. 71-001)

Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual Subscription: $200.00; Single copy: $20.00. (Bilingual).
Summary	Presents latest monthly data on the labour force, employment and unemployment, by age, sex, province, industry and occupation. For some principal statistics, information is given for the latest six months and for a year ago. Also includes data on families with at least one unemployed person, information about persons not in the labour force and some sub-provincial data.

STATISTICS CANADA

Historical Labour Force Statistics: Actual Data, Seasonal Factors, Seasonally Adjusted Data (Cat. No. 71-201)

Frequency	Annual.
Publication date	One month following end of reference year.
Source of information	Monthly Labour Force Survey. (See 71-001.)
Industry coverage	(1) Agriculture; (2) Other primary industries; (3) Manufacturing; (4) Construction; (5) Transportation, Communication and other Utilities; (6) Trade; (7) Finance, Insurance and Real Estate; (8) Community, Business and Personal Services; (9) Public Administration.
Occupational coverage	Major occupational groups: Managerial, Professional etc.; Clerical; Sales; Service; Primary occupations; Processing Construction; Transportation; Materials Handling.
Geographic coverage	Canada and each province.
Published by	Labour Force Survey Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	$50.00. (Bilingual.)
Summary	Presents a selection of historical labour force statistics and related seasonal adjustment information, including: working age population, labour force, employment, unemployment, by age, sex and industrial and occupational groups. Data include monthly unadjusted and adjusted estimates up to the end of most recent year, annual averages for each series and seasonal factors. For most series data are provided from 1966.

STATISTICS CANADA

Unemployment Insurance Statistics (Cat. No. 73-001)

Frequency	Monthly.
Publication date	Approximately one month following reference period.
Source of information	Compiled from material supplied by the Canada Employment and Immigration Commission.
Geographic coverage	Canada, provinces and census divisions.
Published by	Labour Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $120.00; Single copy: $12.00. (Bilingual.)
Summary	Contains data on unemployment insurance claimants and beneficiaries and benefit payments by province and month. Information includes number of beneficiaries by weeks of insurable employment, weekly insurable earnings, age and sex; duration of benefit; average weekly payment; and disqualifications and disentitlements. Benefit payments and beneficiaries are also shown by type of benefit: regular, sickness, maternity, retirement, fishing, training and work-sharing.

STATISTICS CANADA

Federal Government Employment (Cat. No. 72-004)

Frequency	Quarterly.
Reference period	Approximately four months following end of reference period.
Source of information	Personnel Applications Centre, Department of Supply and Services; Federal Government departments and agencies.
Occupational coverage	(1) Executive, scientific and professional; (2) Administative and foreign service; (3) Technical; (4) Administrative support; (5) Operational; (6) Other.
Geographic coverage	Canada and by Provinces.
Published by	Public Finance Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual subscription: $80.00; Single copy: $20.00. (Bilingual.)
Summary	Presents statistical analyses, by metropolitan area, occupational category and department, on the number of employees and payroll of the general government portion of the federal government statistical universe. Presents the number of employees and regular payroll for the Federal Government and separately for Federal Government enterprises, for the reference quarter, by province, function and occupational category; overtime and retroactive payments. Provides summary annual data for the five most recent fiscal years.

STATISTICS CANADA

Provincial and Territorial Government Employment (Cat. No. 72-007)

Frequency	Quarterly.
Publication date	Approximately four months following end of reference period.
Source of information	Mainly from monthly reports produced by provincial governments and agencies.
Industrial coverage	Employment in provincial government enterprises is classified by major industry group.
Occupational coverage	Classified by wage-earners and salary-earners.
Geographic coverage	Canada and by Provinces.
Published by	Public Finance Division, Statistics Canada, Ottawa, K1A OT6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A OT6.
Cost	Annual subscription: $60.00; Single copy: $15.00. (Bilingual.)
Summary	Provides a summary of number of employees and gross payrolls in provincial general government services and provincial government enterprises. The data are presented on a monthly basis with quarterly totals.

STATISTICS CANADA

Local Government Employment (Cat. No. 72-009)

Frequency	Quarterly.
Publication date	Approximately four months following end of reference period.
Source of information	Monthly survey of all urban municipalities with populations over 10,000 and a sample survey, conducted annually, of urban municipalities with populations less then 10,000 and of rural municipalities.
Occupational coverage	Nil.
Geographic coverage	Data are classified by province, metropolitan area, major urban area.
Published by	Public Finance Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	Annual Subscription: $40.00; Single copy: $10.00. (Bilingual.)
Summary	Provides information on employment and payroll statistics for the general services of local governments. General services include (a) departmental services such as police, fire, public works, sanitation, administration, health, waterworks, and (b) special activities such as libraries, arenas, exhibitions, golf courses. The data are presented on a monthly basis.

STATISTICS CANADA

Hospital Annual Statistics. (Cat. No. 83-232)

Frequency	Annual.
Publication date	Approximately two years following reference period.
Source of information	Survey of approximately 1 250 general and allied special hospitals, collected by provincial plan authorities.
Industry coverage	Public, proprietary and federal hospitals.
Occupational coverage	Nursing staff, diagnostic and therapeutic personnel, educational programs, administative and support staff.
Geographic coverage	Data are shown for Canada and each province.
Published by	Health Division, Statistics Canada, Ottawa, K1A 0T6.
Available from	Publication Sales and Services, Statistics Canada, Ottawa, K1A 0T6.
Cost	$100.00 (Bilingual).
Summary	Includes data on number of full-time and part-time hospital personnel and paid hours by province and by type of hospital, and number of nurses (full-time and part-time) classified by speciality and type and size of hospital. Also contains data relating to other aspects of hospital operations.

EMPLOYMENT AND IMMIGRATION CANADA

Job Futures - An Occupational Outlook to 1992

Frequency	Occasional.
Publication date	April 1986.
Source of information	Statistics Canada, Employment and Immigration Canada Data.
Industry coverage	Nil.
Occupational coverage	174 areas of occupations from the Canadian classifiction and dictionnary of occupations.
Geographic coverage	Canada-wide.
Published by	Employment and Immigration Canada, Ottawa, Ontario, K1A 0J9.
Cost	Free.
Summary	Provides a comprehensive view of present and future labour market condition in two parts. First part Graduates, by Major Field of Study, to Occupation - lists the major occupations in which full-time graduates of 23 university and 18 community college fields of study were employed two years after graduating part two - Occupation Outlooks - is organized by occupation sequentially by CCDO code and covers 174 areas. For each area, the number of jobs existing in 1985, the number of jobs projected for 1992 the attrition rate, and the demand are given.

EMPLOYMENT AND IMMIGRATION CANADA

Immigration Statistics

Frequency	Annual.
Reference period	Calendar year.
Publication date	2 Years following reference period.
Source of information	Data compiled by Immigration Statistics Division, Department of Employment and Immigration.
Published by	Employment and Immigration Canada, Ottawa, Ontario, K1A 0J9.
Cost	Free.
Summary	Contains annual data on immigration by country of last permanent residence; by country of birth and country of citizenship; by age, sex and marital status; by destination and by (intended) occupation, together with cross-classifications. Also includes some summary historical data, and some year-end statistics on the number of employment authorizations and student authorizations issued.

EMPLOYMENT AND IMMIGRATION CANADA

Immigration - Quarterly Statistics

Frequency	Quarterly.
Publication date	End of Quarter following reference period.
Source of information	Data compiled by Immigration Statistics Division, Employment and Immigration Canada.
Published by	Employment and Immigration Canada, Ottawa, Ontario, K1A 0J9.
Cost	Free.
Summary	Contains quarterly data on immigration by country of last permanent residence; by landing class, by province of intended destination, and by labour force participation. Also included is data on employment authorizations and visitors visas.

EMPLOYMENT AND IMMIGRATION CANADA

Economic Review - British Columbia/Yukon Region

Frequency	Monthly.
Publication date	Month following reference period.
Source of information	Statistics Canada and Canada Employment Centre Data.
Industry coverage	Cover the major industries in B.C. (approximately 8).
Geographic coverage	Reviews labour market developments in B.C./Yukon.
Published by	Regional Economic Services Branch, Canada Employment and Immigration Commission, B.C./Yukon Region, P.O. Box 11145, Vancouver, B.C., V6E 2P8.
Cost	Free.
Summary	Reviews labour market developments in the B.C./Yukon region, including trends by industry and listings of occupations in demand.

PUBLIC SERVICE COMMISSION OF CANADA

Annual Report

Frequency	Annual.
Publication date	Approximately four months following reference period.
Source of information	Data compiled by Public Service Commission.
Published by	Public Service Commission of Canada, L'Esplanade Laurier Bldg., 300 Laurier Avenue West, Ottawa, Ontario, K1A 0M7.
Cost	Free.
Summary	Reviews developments in the federal public service during the past year and contains extensive statistical data on public service employment. Tables include data on number of employees, by category, department, language and sex; appointments to the public service; separations and reasons for separation; and managerial, professional and language training.

NEW BRUNSWICK DEPARTMENT OF LABOUR

New Brunswick Labour Force Report

Frequency	Monthly.
Publication date	One month following reference period.
Source of information	Statistics Canada data.
Industry coverage	Employment by major industry group.
Geographic coverage	Unemployment rates and participation rates are shown for 5 tri-county regions within the province.
Published by	N.B. Department of Labour, P.O. Box 6000, Fredericton, N.B. E3B 5H1
Cost	$6.00 per year.
Summary	Contains data on labour force in New Brunswick, unemployment and employment rates, participation rates, and employment population ratios by several variables including age, sex, tenure of employment, industry and occupation among other things.

TECHNICAL SERVICE COUNCIL

The Job Market for Professionals

Frequency	Quarterly.
Publication date	Two weeks following reference period.
Source of information	Survey of 1,700 employers.
Industry coverage	Manufacturing, mining, construction, consulting and service industries.
Occupational coverage	Executives, accountants, engineers and other professionals, scientists, data processing staff, and technologists.
Geographic coverage	All provinces.
Available from	Technical Service Council, 1 St-Clair Avenue East, 10th Floor, Toronto, M4W 2H8. Note: Four times a year the Technical Service Council publishes a news release on the job market for professionals. The reports on which these are based are not available to the public.
Summary	Provides information on job vacancies for executives, accountants, engineers and other professionals, by industry and region. Also contains information on job opportunities for university graduating classes.

INDUSTRY STUDIES

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STATISTICS CANADA

Industry Reports

Statistics Canada publishes a large number of statistical reports which contain data on the number of employees, paid hours, and total wages and salaries relating to the following industries:

1) Primary
2) Manufacturing
3) Construction
4) Transportation, Communications, and Utilities

Consult the Statistics Canada Catalogue for additional information (summary and price). The following is a listing of regularly published reports which contain labour data. They are available from:

Publications Sales and Services
Statistics Canada
Ottawa, Ontario
K1A 0T6.

PRIMARY INDUSTRIES

Annual Reports

FISHING

24-201	Fisheries Statistics of Canada - Canada Summary
24-205	Fisheries Statistics - Nova Scotia
24-206	Fisheries Statistics - Quebec
24-207	Fisheries Statistics - Ontario, Manitoba, Saskatchewan, Alberta and Northwest Territories
24-208	Fisheries Statistics - British Columbia and Yukon

FORESTRY

25-201	Logging Industry
25-202	Canadian Forestry Statistics

MINING

26-201	General Review of the Mineral Industries: Mines, Quarries, and Oil Wells
26-204	Mineral Industries: Principal Statistics
26-205	Asbestos Mines
26-206	Coal Mines
26-207	Contract Drilling for Petroleum & Other Contract Drilling
26-208	Feldspar and Quartz Mines
26-209	Gold Quartz and Copper-Gold-Silver Mines
26-210	Iron Mines
26-211	Nickel-Copper Mines
26-212	Peat Industry
26-213	The Crude Petroleum and Natural Gas Industry
26-214	Salt Mines
26-215	Sand and Gravel Pits
26-216	Silver-Cobalt Mines and Silver-Lead-Zinc Mines
26-217	Stone Quarries
26-218	Soapstone and Talc Mines
26-219	Miscellaneous Metal Mines
26-220	Miscellaneous Non-metal Mines
26-221	Gypsum Mines
26-222	Potash Mines

MANUFACTURING

Biennial Reports

Catalogue Number	
31-401	Domestic and Foreign Control of Manufacturing, Mining and Logging Establishments in Canada
31-402	Industrial Organization and Concentration in Manufacturing, Mining and Logging Industries.

Annual Reports - Individual Industries

FOOD, BEVERAGE AND TOBACCO

32-202	Biscuit Manufacturers
32-203	Bakeries
32-205	Breweries
32-206	Distilleries
32-207	Wineries
32-208	Soft Drink Manufacturers
32-209	Dairy Products Industry
32-213	Confectionery Manufacturers
32-214	Feed Industry
32-216	Fish Products Industry
32-218	Fruit & Vegetable Processing Industries
32-221	Slaughtering & Meat Processors
32-222	Cane & Beet Sugar Processors
32-223	Vegetable Oil Mills
32-224	Miscellaneous Food Processors
32-225	Tobacco Products Industries
32-227	Poultry Processors
32-228	Flour & Breakfast Cereal Products Industry

LEATHER AND RUBBER PRODUCTS

33-202	Leather Tanneries
33-203	Shoe Factories
33-205	Miscellaneous Leather Products Manufacturers
33-206	Rubber Products Industries

TEXTILES AND APPAREL

34-202	Canvas Products & Cotton & Jute Bags Industries
34-203	Cordage & Twine Industry
34-205	Cotton Yarn & Cloth Mills
34-208	Man-made Fibre Yarn & Cloth Mills
34-209	Wool Yarn & Cloth Mills
34-210	Miscellaneous Textile Industries
34-212	Foundation Garment Industry
34-213	Fur Goods Industry
34-215	Knitting Mills
34-216	Men's Clothing Industries
34-217	Women's & Children's Clothing Industries
34-218	Miscellaneous Clothing Industries
34-219	Felt & Fibre Processing Mills
34-221	Carpet, Mat & Rug Industries
34-222	Automobile Fabric Accessories Industry

WOOD & FURNITURE PRODUCTS

35-204	Sawmill, Planing Mills and Shingle Mill products Industries
35-205	Sash, Door & Other Millwork Industries
35-206	Veneer & Plywood Industries
35-208	Miscellaneous Wood Industries
35-209	Wooden Box Factories
35-210	Coffin & Casket Industry
35-211	Household Furniture Manufacturers
35-212	Office Furniture Manufacturers
35-213	Miscellaneous Furniture & Fixtures Manufacturers
35-214	Electric Lamp & Shade Manufacturers

PAPER PRODUCTS AND PRINTING

36-203	Printing, Publishing & Allied Industries
36-204	Pulp & Paper Mills
36-205	Asphalt Roofing Manufacturers
36-206	Miscellaneous Paper Converters
36-207	Paper & Plastic Bag Manufacturers
36-213	Corrugated Box Manufacturers
36-214	Folding Carton & Set-up Box Manufacturers

PRIMARY METALS (MANUFACTURED) AND FABRICATED METAL PRODUCTS

41-203	Iron & Steel Mills
41-204	Aluminum Rolling, Casting & Extruding
41-207	Fabricated Structural Metal Industry
41-208	Hardware, Tool & Cutlery Industries
41-214	Smelting & Refining

PRIMARY METALS (MANUFACTURED) AND FABRICATED METAL PRODUCTS (Cont'd)

41-215	Metal Rolling, Casting & Extruding
41-216	Wire & Wire Products Industries
41-220	Steel Pipe & Tube Mills
41-221	Ornamental & Architectural Metal Products Industry
41-223	Boiler & Plate Works
41-224	Copper & Copper Alloy Rolling, Casting & Extruding
41-225	Heating Equipment Industry
41-226	Iron Foundries
41-227	Metal Stamping, Pressing & Coating Industry
41-228	Miscellaneous Metal Fabricating Industries

MACHINERY & TRANSPORTATION EQUIPMENT

42-202	Agricultural Implement Industry
42-203	Aircraft & Aircraft Parts Manufacturers
42-205	Boatbuilding & Repair
42-206	Shipbuilding & Repair
42-207	Machine Shop Industry
42-209	Motor Vehicle Manufacturers
42-210	Motor Vehicle Parts & Accessories Manufacturers
42-211	Railroad Rolling Stock Industry
42-212	Miscellaneous Vehicle Manufacturers
42-214	Other Machinery & Equipment Industries
42-215	Commercial Refrigeration & Air Conditioning Equipment Manufacturers
42-216	Office, Store, and Business Machine Industries
42-217	Truck Body & Trailer Manufacturers

ELECTRICAL EQUIPMENT

43-203	Manufacturers of Small Electrical Appliances
43-204	Manufacturers of Major Appliances
43-205	Manufacturers of Household Radio & Television Receivers
43-206	Communications and other Electronic Equipment Industries
43-207	Electrical Industrial Equipment Industries
43-208	Battery Manufacturers
43-209	Communications and Energy Wire and Cable Industry
43-210	Manufacturers of Miscellaneous Electrical Products
43-211	Manufacturers of Lighting Fixtures

NON-METALLIC MINERAL PRODUCTS

44-202	Abrasives Manufacturers
44-204	Cement Manufacturers
44-205	Concrete Products Manufacturers
44-207	Glass & Glass Products Industries
44-209	Lime Manufacturers
44-210	Miscellaneous Non-metallic Mineral Products Industries
44-211	Ready-mix Concrete Manufacturers
44-213	Stone Products Manufacturers
44-214	Refractories Manufacturers
44-215	Clay Products Manufacturers (from domestic clays)
44-216	Clay Products Manufacturers (from imported clays)

PETROLEUM AND COAL PRODUCTS

45-205	Petroleum Refineries
45-207	Miscellaneous Petroleum & Coal Products Industries

CHEMICALS

46-209	Manufacturers of Pharmaceuticals & Medicines
46-210	Paint & Varnish Manufacturers
46-211	Manufacturers of Plastics & Synthetic Resins
46-214	Manufacturers of Soap & Cleaning Compounds
46-215	Manufacturers of Toilet Preparations
46-216	Miscellaneous Chemical Industries
46-219	Manufacturers of Industrial Chemicals
46-220	Manufacturers of Mixed Fertilizers

MISCELLANEOUS MANUFACTURES

47-204	Sporting Goods & Toy Industries
47-205	Miscellaneous Manufacturing Industries
47-206	Scientific & Professional Equipment Industries
47-208	Plastics Fabricating Industry
47-209	Signs & Displays Industry
47-211	Jewellery & precious metal Industries

CONSTRUCTION

64-201	Construction in Canada
64-204	The Mechanical Contracting Industry
64-205	The Electrical Contracting Industry
64-206	The Highway, Road, Street and Bridge Contracting Industry
64-207	The Non-residential General Building Contracting Industr
64-208	The Residential General Building Contracting Industry

TRANSPORTATION, COMMUNICATIONS AND UTILITIES

Annual Reports

RAIL TRANSPORT

52-212	Railway Transport: Part VI
52-213	Canadian National Railways and Canadian Pacific Limited

WATER TRANSPORT

54-205	Water Transportation

PIPELINE TRANSPORT

55-201	Oil Pipe Line Transport

COMMUNICATIONS

56-201	Telecommunications Statistics
56-202	Telephone Statistics - Preliminary Report on Large Telephone Systems
56-203	Telephone Statistics
56-204	Radio and Television Broadcasting
56-205	Cable Television

OTHER UTILITIES

57-202	Electric Power Statistics, Vol. II. Annual Statistics
57-205	Gas Utilities: Transport and Distribution Systems

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TEXTILE AND CLOTHING BOARD

Report on Textiles and Clothing 1986.

Frequency	Annual.
Publication date	Autumn.
Source of Information	Statistics Canada, Textile and Clothing Industries and Board, Department of Regional Industrial Expansion, other Federal Government Departments, Governments of Ontario and Quebec, United Nations International Data Bank.
Industry coverage	Includes separate data on primary textiles, clothing knitting and sub-sectors of these, and some data by category of clothing.
Occupational coverage	Includes employment and hours worked data by sectors - clothing, textiles, knitting.
Geographical coverage	Includes some separate data on Quebec and Ontario; also, some international (imports) data by countries of origin.
Published by and available from	Textile and Clothing Board, 235 Queen Street, Ottawa, K1A 0H5.
Cost	Free.
Summary	This annual report analyzes the performance of the textile and clothing industries. It includes chapters on production and employment, capacity utilization and productivity, evolution of hourly wages and prices. (Bilingual)

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TEXTILE AND CLOTHING BOARD

Parent Markets for Textiles and Clothing

Frequency	Annual.
Reference period	Current year.
Publication date	Autumn.
Source of Information	Statistics Canada.
Industry coverage	Textile and Clothing.
Occupational coverage	Nil.
Geographical coverage	Canada.
Published by	Textile and Clothing Board, 235 Queen Street, Ottawa, K1A 0H5.
Cost	Free.
Summary	This report provides data on domestic shipments, imports, canadian markets and market shares for a wide range of textile and clothing items.

CONSTRUCTION INDUSTRY DEVELOPMENT COUNCIL

Construction Industry Profile

Reference period	1973 and previous years.
Publication date	February 1977 (Part I) and November 1978 (Part II).
Source of information	Statistics Canada, Census of Canada, Economic Council of Canada and other sources.
Industry coverage	Construction.
Occupational coverage	Some data are provided by occupation.
Geographic coverage	Basically Canada-wide but includes some data and information by province or region.
Published by	Construction Industry Development Council, 235 Queen Street, Ottawa.
Cost	Free.
Summary	Part I of this report deals primarily with the background and structure of the construction industry while at the same time describing the importance of construction in the economy. Business conditions in the industry are reviewed under such headings as "Managerial and Entreprenerial Capability", "Planning, Goals and Objectives", and "Government Policies". Part II of the profile takes a more detailed look at the industry, reviewing Communications, Construction Employment, Industrial Relations, Technology and Innovation, International Trade and the Outlook for Construction.

ECONOMIC CONDITIONS

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DEPARTMENT OF FINANCE

Economic Review

Frequency	Quarterly.
Published by	Economic Analysis Division, Department of Finance, Ottawa.
Available from	Printing and Publishing, Supply and Services Canada, Ottawa, K1A 0S9.
Cost	$20.00 per year.
Summary	Reviews trends in the economy during the most recent year. Areas covered are (1) Output, Labour Market and Productivity; (2) Prices, Costs and Income Shares; (3) The Business Sector; (4) Personal Sector and Housing; (5) International Developments and Canada's Balance of Payments; (6) The Regional Economies; (7) Government Sector; and (8) Financial Developments. Once a year it will include charts and reference tables which provide a historical perspective. Available in English and French.

DEPARTMENT OF REGIONAL, INDUSTRIAL EXPANSION

Capital Investment Intentions Survey

Frequency	Semi-annual.
Reference period	April and October of current year.
Publication date	Summer, and Winter of current year.
Source of information	Survey of large corporations.
Industry coverage	(1) Food & Beverages; (2) Forest Products; (3) Primary Metals; (4) Chemicals; (5) Transportation Equipment; (6) Other Manufacturing; (7) Mining; (8) Oil & Gas Companies; (9) Oil & Gas Pipelines; (10) Communications; (11) Transportation & Storage; (12) Electrical Utilities; (13) Trade, Finance & Other Commercial.
Geographic coverage	(1) Atlantic Region; (2) Quebec; (3) Ontario; (4) Manitoba & Saskatchewan; (5) Alberta; and (6) B.C. and Northern Region.
Published by	Statistical Analysis Division, Department of Regional Industrial Expansion, Ottawa, Ontario, K1A 0H5.
Cost	Free.
Summary	Provides information on estimated current-year and next-year capital investment of major corporations in Canada. Includes estimates by industry for Canada as a whole and by region for manufacturing and non-manufacturing corporations.

B.C. MINISTRY OF INDUSTRY AND SMALL BUSINESS DEVELOPMENT

B.C. Economic Bulletin

Frequency	Quarterly.
Source of information	Statistics Canada, B.C. government departments, employer associations and other sources.
Published by	Information Services, Ministry of Industry and Small Business Development, Parliament Buildings, Victoria, B.C. V8V 3C1.
Cost	Free.
Summary	Contains articles and statistical tables on business trends and developments in B.C. Includes information on output by industry, indicators of business activity, employment and earnings.

NEW BRUNSWICK, CABINET SECRETARIAT

The New Brunswick Economy--A Report to the Legislative Assembly

Frequency	Annual.
Published by	The N.B. Statistics Agency, Department of Finance, Government of New Brunswick, P.O. Box 6000, Fredericton, E3B 5H1.
Summary	Reviews previous year's performance and the outlook for the coming year in the international, Canadian and New Brunswick economies. New Brunswick review covers agriculture; forestry; fisheries; mining; manufacturing; construction, trade and services. Includes detailed statistical appendix. (English and French).

NEWFOUNDLAND GOVERNMENT CABINET SECRETARIAT

The Economy--A Preview

Frequency	Twice yearly.
Publication date	January and mid-year.
Published by	Newfoundland Cabinet Secretariat, Executive Council, Government of Newfoundland Confederation Bldg., P.O. Box 4750, St. John's, A1C 5T7.
Cost	Free.
Summary	Discusses recent economic trends and reviews the outlook for the Newfoundland economy over the next year. Areas covered are Gross Provincial Product; Wages, Salaries and Personal Income; The Consumer Price Index; Retail Trade; Housing; The Labour Force; and The Goods Producing Sectors, and the Service Producing Industries. Also includes synopsis of international and national trends which impact upon Newfoundland exports.

BUREAU DE LA STATISTIQUE DU QUÉBEC

La Situation Économique au Québec

Frequency	Annual.
Reference period	Prior year.
Publication date	Autumn of current year.
Available from	Les Publications du Québec, Direction des ventes, Ministères du Communication, C.P. 1005, Québec, Québec, G1K 7B5.
Published by	Direction de la Méthodologie et de l'information, Bureau de la Statistiques du Québec, 117 St-André, Québec, Québec, G1K 3Y3 (418) 643-1493
Cost	$12.95
Summary	Reviews developments in the Quebec economy during the past year, including Quebec/Canada comparisons. Major areas analyzed are (1) The Economic Situation in Canada and Quebec (general economic indicators); (2) Demand (consumer and government spending, capital expenditures, exports); (3) Industry trends; (4) Population and Labour Market; and (5) Prices and wages.

QUEBEC MINISTRY OF FINANCE

Budget Speech

Frequency	Annual.
Published by and Available from	Direction des communications, Ministère des Finances, Gouvernement du Québec, 1058 Conroy, Québec, G1R 5E6.
Cost	Free.
Summary	The budget speech includes a review of economic performance in Quebec during the most recent year and of the outlook for the current year. Tables and charts provide Quebec/Canada comparisons. Available in English and French.

BANK OF MONTREAL

Business Review

Frequency	Monthly.
Published by	John Parish, Economics Department, Bank of Montreal, First Canadian Place, 15th Floor, Toronto, Ontario, M5X 1A1.
Cost	Free.
Summary	Reviews general trends in the Canadian economy, developments in Canadian capital markets and foreign exchange markets, and U.S. economic trends. Also includes feature article on specific aspect of the economy.

BANK OF NOVA SCOTIA

Business and Finance Report

Frequency	Monthly.
Published by	Economics Department, Bank of Nova Scotia, 44 King Street W., Toronto, Ontario, M5H 1H1.
Cost	Free.
Summary	A review and analysis of current developments in North America.

BANK OF NOVA SCOTIA

Current Business Trends

Frequency	Monthly.
Published by	Economics Department, Bank of Nova Scotia, 44 King Street W., Toronto.
Cost	Free.
Summary	Analyzes trends in output, employment, prices, labour costs, international trade, and money and credit. Also presents U.S. overview. Includes data on main economic indicators.

CANADIAN IMPERIAL BANK OF COMMERCE

The Commerce Leading Indicator

Frequency	Monthly.
Published by	Economics Division, Canadian Imperial Bank of Commerce, Commerce Court, Toronto, M5L 1A2.
Cost	Free.
Summary	Discusses trends in the Commerce Leading Indicator, a composite index of eight statistical series. Components of the indicator are (1) non-residential building permits; (2) residential building permits; (3) U.S. Index of Leading Indicator; (4) Stock Prices; (5) Manufacturing Profits; (6) Average weekly hours in manufacturing; (7) New Orders; (8) Money Supply.

CANADIAN IMPERIAL BANK OF COMMERCE

Canadian Business Conditions

Frequency	Occasional.
Published by	Economics Division, Canadian Imperial Bank of Commerce, Commerce Court, Toronto, M5L 1A2.
Cost	Free.
Summary	Presents a two-year forecast of Canadian economic activity. Variables forecast are total GNP, the GNP Price Index, and the major components of GNP - consumer spending, private investment, government expenditure, final domestic demand, inventory change, and trade in goods and services.

THE CONFERENCE BOARD IN CANADA

Canadian Outlook

Frequency	Quarterly.
Publication date	January, April, August, October.
Available from	The Conference Board in Canada, 255 Smyth Rd., Ottawa, Ontario K1H 8H7.
Cost	Available to members only.
Summary	Provides a forecast of economic activity in Canada for the next year. The forecast includes percentage changes in (1) current and constant dollar GNP; (2) output in commercial industries; (3) total employment; (4) corporate profits; (5) productivity; (6) consumer price index; and (7) price index for final demand. It also includes levels of GNP, employment, the unemployment rate, number of housing starts, finance company paper, and prime interest rates.

THE CONFERENCE BOARD IN CANADA

Provincial Outlook

Frequency	Quarterly.
Publication date	January, April, August, October.
Available from	The Conference Board in Canada, 255 Smyth Rd., Ottawa, Ontario, K1H 8M7.
Cost	Available to members only.
Summary	Provides a forecast of economic activity in each province for the next three years. Variables forecast are (1) gross domestic product at factor cost; (2) real domestic product, constant dollars; (3) employment; (4) labour force; (5) unemployment rate; (6) population of labour force age; (7) participation rate; (8) average weekly wages and salaries; (9) total wages and salaries; (10) personal income; (11) personal disposable income; (12) other personal income; (13) current transfers from persons; (14) retail sales; (15) housing starts; and (16) provincial consumer price index.

DOMINION SECURITIES LTD.

Market Strategy

Frequency	Quarterly.
Published by	Dominion Securities Ltd., P.O. Box 21, Commerce Court South, Toronto, M5L 1A7.
Cost	Free.
Summary	Reviews economic trends and the economic outlook in Canada and the United States. The two-year forecast includes real GNP, consumer price index, unemployment rate, consumption, business capital expenditure, and profits after tax. Also includes an analysis of trends in financial markets.

INFORMETRICA LTD.

National Forecast Service, Provincial Forecast Service

Available from	Informetrica Ltd., 130 Slater Street, Floor 11, P.O. Box 828, Station B, K1P 5P9.
Cost	Not stated.
Summary	The National Forecast Service and the Provincial Forecast Service are provided on a membership basis to industry, federal and provincial governments and other organizations. Among the services provided are (1) a "reference" forecast (made twice each year) of economic activity for each year from the present to 2005; (2) "Alternative" forecasts based on different sets of assumptions; (3) Occasional in-depth studies of particular aspects of the economic future; and (4) Indirect access to detailed forecasts of the longer-term outlook for economic performance in the United States. The forecasts can provide details on 85 industries and 200 categories of final demand.

ONTARIO HYDRO

Economic Outlook

Frequency	Three times a year.
Reference period	Forecast covers current year, each of next nine years, and five-year periods for next 40 years. Also contains historical data.
Publication date	February; May; and September (annual review)
Industry coverage	Includes forecast of earnings in construction and manufacturing.
Geographic coverage	Canada, Ontario, U.S.A., Western Europe, and Japan.
Published by	Economics and Forecast Division, Ontario Hydro, 700 University Avenue, Toronto, Ontario, M5G 1X6.
Cost	Not stated.
Summary	Provides a long-term forecast for Canada and Ontario of real GNP, the consumer price index, labour force, population, employment, unemployment rate, productivity, average hourly earnings, interest rates (Canada and U.S.) and the Canadian dollar. Also includes historical data for each of these, and aggregate industrial selling prices and energy prices.

ONTARIO HYDRO

Cost Escalator

Frequency	Three times a year.
Reference period	Ten-year historical and 10-year future periods.
Publication date	February; May; September (Annual Review)
Geographic coverage	Canada-wide.
Published by	Economics and Forecast Division, Ontario Hydro, 700 University Avenue, Toronto, Ontario, M5G 1X6.
Cost	Not stated.
Summary	Consolidates all the Economics and Forecast Division's projections of prices and wages which are relevant for Ontario Hydro planning and budgeting. These cost variables include Ontario Hydro's construction indexes, operation/maintenance and administration indexes, and interest rates. Canadian and Ontario aggregate wages and prices, industrial selling prices, by labour rates, U.S.A. aggregate and specific prices and wages, and aggregate wage escalation and price inflation for Japan, Switzerland, U.K., and West Germany are also included.

ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT

Economic Survey--Canada

Frequency	Annual.
Publication date	July.
Published by	O.E.C.D., rue André Pascal, Paris.
Available from	Renouf Publishing Co., 61 Sparks St., Ottawa, Ontario, K1P 5A6.
Cost	$7.50.
Summary	This annual report analyzes recent developments, economic policies and short-term prospects for the Canadian economy. It includes a forecast for the next year of GNP and its components, the consumer price index and the unemployment rate. Also included are international statistical comparisons.

RESEARCH SECURITIES OF CANADA LTD.

Economic Report

Frequency	Quarterly.
Published by	Dr. Arthur Donner, Research Securities of Canada, 85 Richmond St. West, Ste. 1112, Toronto, Ontario, M5H 2C9.
Cost	$500 per year.
Summary	Analyzes current economic conditions and provides a two-year forecast of economic activity. Reports focus on particular themes. For example, a recent report analyzes global economic prospects; the current round of multilateral trade negotiations and its implications for Canada; and the short-run outlook for the Canadian economy.

ROYAL BANK OF CANADA

Royal Bank Trendicator Report

Frequency	Eight times per year.
Published by	Economics Department, the Royal Bank of Canada, 1 Place Ville-Marie, 14th Floor, Montreal, Quebec, H3C 3A9.
Cost	Free.
Summary	Analyzes and comments on the Royal Bank's leading indicator of future changes in the direction of Canadian economic activity. The composite index is based on 11 leading indicators. These are: (1) Toronto Stock Exchange Price-earnings Ratio; (2) Housing Starts in Urban Areas; (3) Ratio of Price to Unit Labour Costs; (4) Investors' Index of 134 Common Stocks; (5) Corporate Pre-tax Profits; (6) Primary Steel Production; (7) Average Hours in Manufacturing; (8) Value of Building Permits; (9) Money Supply; (10) Liabilities of Business Failures; and (11) Residential Building Permits. Available in English or in French.

TORONTO DOMINION BANK

Canada's Business Climate

Frequency	Quarterly.
Source of information	Statistics Canada, Bank of Canada and other primary sources.
Geographic coverage	Canada-wide. Includes information on U.S. trends and trends in international industrial production.
Published by	Department of Economic Research, Toronto Dominion Bank, P.O. Box 1, Toronto-Dominion Centre, Toronto, M5K 1A2.
Available from	Branches of the bank.
Cost	Free.
Summary	Contains charts and commentary on trends in business conditions, plus forecast of GNP, employment, unemployment rate, consumer price index, industrial production and housing starts. Occasionally includes trends on international economic activity.

WOOD GUNDY INC.

Canadian Economy Forecast

Frequency	Semi-annual.
Publication date	May; November.
Published by	Wood Gundy Inc., Economics Department, Royal Trust Tower, Toronto, M5K 1M7.
Cost	$30.00.
Summary	Presents a three to five year forecast for the Canadian economy. Variables forecast include real GNP; consumer price index; wage and salary income; unemployment rate; pre-tax corporate profits; balance of payments; exchange rate; personal saving rate; private investment; consumption expenditure; and government surplus or deficit. Also includes an international outlook, details of the merchandise trade surplus and estimates of net mortgage, equity, and bond financing.

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LABOUR RELATIONS

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SECTION 3

LABOUR RELATIONS

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LABOUR RELATIONS

This section consists of six parts, although in many cases, the demarcation is not absolute.

Part 1 - Labour Relations Law--General

In addition to sources of information relating to specific aspects of labour relations, such as arbitration awards and Labour Board decisions, there are a number of publications that cover these and other aspects of labour relations legislation. Some of the important general sources are listed at pages 3001 - 3020. (Part 6 provides a summary in tabular form of major industrial relations legislation of the various jurisdictions across Canada.)

Part 2 - Arbitration

Little information is available in Canada concerning interest arbitration awards. However, there is a considerable amount of published and unpublished information about grievance (or 'rights') arbitration decisions. Unless otherwise indicated the references at pages 3021 - 3045 are to grievance arbitration awards.

Part 3 - Labour Relations Board Decisions

Many of the most important decisions concerning employer-employee relations are made by Labour Relations Board - decisions relating to the certification or decertification of bargaining units, unfair labour practices, the legality of work stoppages, etc. Most labour boards issue some published information about their activities, though the amount of detail provided varies quite widely. In addition, there are a few independent sources of information including some previously referred to. Pages 3050 - 3070 list some more important sources.

Part 4 - Trade Unions

This section, pages 3080 - 3087, lists the more important publications on trade unions and their memberships.

LABOUR RELATIONS

Part 5 - Labour Disputes

This section lists publications on work stoppages in Canada. However, several publications listed previously in various sections of this publication contain similar or relevant information. The following are the more significant of these references:

Labour Canada	Collective Bargaining Review (p.1001)
Labour Canada	Wage Developments (p.1011)
Nova Scotia Department of Labour and Manpower	Collective Bargaining Settlements in Nova Scotia (p.1171)
Ontario Ministry of Labour	Collective Bargaining Settlements and Negotiations in Ontario (p.1261)
Saskatchewan Department of Labour	Saskatchewan Labour Report (p.1381)

Part 6 - Major Provisions in General Industrial Relations Legislation in Canada

This section (page 3095) summarizes, in tabular form, major provisions in general industrial relations legislation of the various jurisdictions across Canada, as of January 1, 1985. These include the provisions on certification, government intervention during unsuccessful negotiations, prerequisites to legal strikes, strike votes and anti-strikebreaking clauses. The legislation studied covers workers in general and does not include special statutory provisions often applying to workers in the construction industry and to employees in the public or para-public sectors such as public servants, teachers, hospital workers, policemen and firefighters.

It is not intended that this should be a substitute for the relevant statutes themselves; thus, it is suggested that the primary sources be consulted for authoritative interpretations of the laws and their application.

CCH CANADIAN LTD.

Canadian Labour Law Reporter

Frequency	Updates twice per month.
Source of information	Canadian statutes and regulations.
Published by	CCH Canadian Ltd., 6 Garamond Court, Don Mills, Ontario M3C 1Z5.
Cost	$270. per year.
Summary	This three-volume reference brings together all federal and provincial laws on the subject of employer-employee relations [except for certain laws applying to special groups, (teachers, policemen, firefighters, etc.), occupational safety and workers' compensation legislation]. It includes editorial commentary and pertinent case law. Subscribers receive two updating reports each month, providing coverage of new developments. These volumes reproduce Court and Labour Relations Board decisions in full text.

LABOUR CANADA

Legislative Review

Frequency	Annually.
Publication date	May or April of year following.
Source of information	Canadian statutes and regulations.
Published by	Federal-Provincial Relations Branch, Labour Canada, Ottawa, Ontario KIA OJ2.
Cost	Free.
Summary	This annual publication reports legislative changes adopted during the year by the federal, provincial and territorial governments in such fields as industrial relations, employment standards, occupational health and safety and workers' compensation.

LABOUR CANADA

Index of Labour Legislation

Frequency	Every 6 to 8 weeks.
Publication date	Generally one month following reference period.
Source of information	Canadian statutes and regulations.
Published by	Federal-Provincial Relations Branch, Labour Canada, Ottawa, Ontario K1A 0J2.
Cost	Free.
Summary	Contains summaries of new labour legislation (bills and regulations) introduced or adopted by the various jurisdictions.

QUEEN'S UNIVERSITY, INDUSTRIAL RELATIONS CENTRE

Labour Relations Law: Cases, Materials and Commentary

Frequency	Revised periodically.
Publication date	3rd edition, August 1981.
Published by	Industrial Relations Centre, Queen's University, Kingston, Ontario K7L 3N6.
Cost	$27.50 (English).
Summary	This book consists of cases, materials and commentary compiled by a group of professors of labour relations law known as the Labour Relations Law Casebook Group. The third edition incorporates the many changes and developments in labour relations legislation, and cases and decisions that have taken place since the second edition was published in 1974.

GOLDEN, AUBREY E. AND LEVINSON, MARTIN, L.

Current Labour Developments

Frequency	Monthly.
Source of information	Labour board decisions, arbitration and adjudication awards and statutes and regulations.
Published by	Aubrey E. Golden and Martin L. Levinson, 101 Richmond Street West, Suite 1908, Toronto, Ontario M5H 1J2.
Cost	Annual subscription: $35.00.
Summary	This publication reviews significant Court and Labour Board decisions, arbitration and adjudication awards and recent legislative changes.

THE CANADA LABOUR VIEWS CO. LTD.

C.L.V. Reports

Frequency	Weekly.
Publication date	One to two weeks after reference date.
Source of information	Decisions of Labour Relations Boards, Arbitration awards, court decisions, C.L.V. investigations and surveys, Collective Agreements, Statistics Canada and other government departments, U.S. Bureau of Labour Statistics.
Industry coverage	All sectors, with regular coverage of specific sectors, e.g., Chemical, Electrical Machinery, Mining, Food and Beverages, and the Public Sector.
Geographic coverage	Canada-wide with frequent coverage of specific areas, e.g., Alberta, Toronto, Montreal, Niagara region.
Published by	The Canada Labour Views Co. Ltd.
Available from	The Canada Labour Views Co. Ltd., Suite 301, 85 Bloor Street East, Toronto, Ontario M4W 1A9.
Cost	$152 per year (English).
Summary	C.L.V. Reports provide a comprehensive coverage of developments in the labour relations field in Canada and overviews and analyses of economic developments. Regular features are: The Arbitration Review (monthly), an analysis of important decisions on discipline, discharge, management rights and contract interpretations; The Labour Board Review; summaries of proceedings before Labour Relations Boards, certifications, unfair labour practices, etc.; the Health and Safety Forum; provides reviews of current laws at the federal and provincial levels, views and comments on administrative board decisions regarding the application of these laws,

THE CANADA LABOUR VIEWS CO. LTD.

C.L.V. Reports

reports on current developments in the health and safety area. The Economic Review; provides reviews and analyses of national economic conditions and developing trends. Facts and Trends in Labour Relations; provides regular surveys of collective bargaining policy and of collective agreements in various industrial and geographical sectors and statistical data of interest to labour practioners (C.P.I., Earnings, Labour Force, etc.). The Public Service Review; reviews collective bargaining trends in the public sector - federal, provincial, municipal, educational and health fields. The Clerical and Technical Review; reviews recent settlements certifications and salary adjustments for these occupational groups. An annual survey of salary adjustments and performance appraisal methods is reported on.

LAVAL UNIVERSITY (QUEBEC)

Relations Industrielles - Industrial Relations

Frequency	Quarterly.
Publication date	Approximately two months following reference period.
Source of information	Original manuscripts submitted in exclusivity.
Published by	The Department of Industrial Relations, Faculty of Social Sciences, Laval University, Quebec, Quebec G1K 7P4.
Available from	Les Presses de l'Université Laval, C.P. 2477, Québec (Québec) G1K 7R4.
Cost	Annual subscription: Institutions - \$32.00; Individuals - \$16.00; Single issue - \$5.00. (This publication contains articles in either French or English with summaries in the other language.)
Summary	A quarterly journal devoted to the publication of research in the field of industrial relations in Canada and internationally. In addition to articles and discussions, the publication includes as regular features: "Droit au travail" ("Décisions rendues par le Conseil canadien des relations du travail" and "Changements dans les législations du travail au Canada".)

KELLY, LAURENCE A. AND SANDERSON, GEORGE

Worklife: The Magazine of Employment Issues (Incorporating "IR Research Reports")

Frequency	Six times per year.
Publication date	Mid-January and the middle of every second month following.
Source of information	News, original commentaries.
Published by	Laurence A. Kelly and George Sanderson, Worklife: The Magazine of Employment Issues, P.O. Box 2685, Postal Station D, Ottawa, Ontario, K1P 5W7.
Cost	Subscriptions: One year - $24.95; 2 years - $44.95; Single copy - $5.00 (English).
Summary	This publication contains features, analyses, comments, newsbriefs, research notes and book reviews dealing with employment and industrial relations trends and issues.

LANCASTER LABOUR LAW SERVICE

Lancaster "6 in 1" Labour Law Service

Frequency	Monthly.
Publication date	Approximately two weeks following reference month.
Source of information	Decisions of Courts, Labour Relations Boards, Adjudication, Tribunals, Boards of Inquiry; Statutes and Regulations; proposed Bills, and relevant technical publications.
Geographic coverage	Jurisdictions across Canada.
Published by	Lancaster Labour Law Service.
Available from	Lancaster House, 138 Roxborough Street West, Toronto, Ontario, M5R 1V1.
Cost	$85. per annum for the six publications plus one of the monthly supplements listed below; added supplements are available to subscribers for an additional charge of $25. per year.
Summary	Labour Law News - recent labour legislation and decisions of labour boards and courts from coast to coast; Labour Arbitration News - the latest arbitration decisions of importance across Canada; Contract Clauses - up-to-date contract language and commentary on collective bargaining issues; Benefit Law Bulletin - pension and benefit cases and legislation; Health and Safety - cases and statutes concerning health and safety at the workplace; Charter Cases/Human Rights Reporter - decisions and legislation concerning discrimination and equal employment opportunity.

LANCASTER LABOUR LAW SERVICE

Lancaster "6 in 1" Labour Law Service

The following monthly supplements are available:

Construction Industry Employment Law - cases and legislation of special interest to those involved in the construction industry including both unions and management;

Education Employment Law - cases and legislation of special interest to those involved in education including administrators, associations, unions and boards in universities, community colleges, public and secondary schools, etc.;

Firefighter Employment Law - cases and legislation of special interest to firefighters, fire chiefs, municipalities, firefighter association representatives, firefighter personnel staff and labour relations specialists;

Health Care Employment Law - cases and legislation of special interest to health care providers including employers, employees, and unions in hospitals, nursing homes, boards of health, homes for the aged, etc.;

Municipal Employment Law - cases and legislation of special interest to municipalities, municipal unions, municipal lawyers, municipal personnel commissioners and staff;

Police Employment Law - employment cases and legislation specifically concerning police - of interest to police officers, police chiefs, boards of police commissionners, police association representatives, police personnel staff and labour relations specialists;

LANCASTER LABOUR LAW SERVICE

Lancaster "6 in 1" Labour Law Service

Wrongful Dismissal Employment Law - cases and legislation dealing with wrongful dismissal - of special interest to personnel officers, employers and employees.

These supplements contain in-depth treatment of employment law issues for specific sectors.

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HARRIS, DAVID ET AL.

Canadian Cases on Employment Law Volume I

Publication date	1984.
Published by	Carswell Legal Publications, 2330 Midland Avenue, Agincourt, Ontario MIS 1P7
Cost	$40. (English).
Summary	This book consists of cases of wrongful dismissal in various situations under the Master and Servant's Acts of various Canadian jurisdictions between 1978 and September 1983. For each case cited the following are presented: a summary of the facts and judgement; the cases, statutes and authorities considered; and details of the judgement.

WEILLER, JOSEPH M. AND GALL, PETER A.

The Labour Code of British Columbia in the 1980's

Publication date	1984.
Source of Information	Papers presented at a conference, "The Labour Code in the 1980's" held in January 1983, in Vancouver.
Published by	Carswell Legal Publications, 2330 Midland Avenue, Agincourt, Ontario, M1S 1P7
Cost	$72.15.
Summary	The papers from the conference represent a comprehensive analysis (with reference citations), of the experience with British Columbia's 1973 reforms to collective bargaining legislation, the degree of success and their impact on labour relations in the rest of the country. Chapter headings are: The role of law in labour relations; Protecting the right to organize; The structure of bargaining; Picketing - the institutional issues; Grievance arbitration under the Code; The impact of the Labour Code outside B.C. and Collective Bargaining in the 1980's.

QUAERE LEGAL RESOURCES LTD.

Quaere Labour Reports

Frequency	Bi-monthly digest Monthly reporting series Annual consolidated index Annual Labour Directory
Source of Information	Labour Decisions of all Provincial Labour Relations Boards (except Quebec) and the Canada Labour Relations Board, and major cases from the common law courts of all provinces and the Supreme Court of Canada.
Published by	Quaere Legal Resources Ltd., 1140 West 7th Avenue, Vancouver, B.C. V6H 1B5.
Cost	$1200/annum in advance (English). $325/quarter in advance $125/monthly in advance
Summary	Developed as a comprehensive, research and reference reporting system to provide labour law researchers with a convenient means of keeping abreast of major new developments in labour law both in the common law courts and in the various labour boards. The reporting system includes a bi-monthly digest, monthly bound volumes, an annual consolidated index and a labour directory. Each case is accompanied by a detailed headnote providing convenient access to researchers under style of cause, subjects, statutes, regulations, rules, authorities and other legal matters considered. Quaere maintains a photocopy service for those who require copies of decisions in advance of the monthly release.

CANADA LAW BOOK LTD.

Labour Arbitration Cases

Frequency	Monthly.
Source of information	Canadian arbitration cases.
Published by	Canada Law Book Limited, 80 Cowdray Court, Agincourt, Ontario, M1S 1S5.
Cost	$32 per volume.
Summary	This publication gives the texts of recent significant arbitration awards from different jurisdictions in Canada. In some cases, decisions are condensed. The average issue contains approximately 20 decisions indexed by subject matter. The first series of Labour Arbitration Cases consists of cases dating from 1948 to 1972. (See p.3023.)

UNIVERSITY OF BRITISH COLUMBIA, CENTRE FOR CONTINUING EDUCATION

Western Labour Arbitration Cases

Frequency	Semi-annually.
Source of information	Arbitration cases and labour board decisions from British Columbia, Alberta and Saskatchewan.
Published by	M.A. Hickling (editor) The Continuing Legal Education Society of British Columbia, Centre for Continuing Education, University of British Columbia, Vancouver, British Columbia.
Cost	$62. per annum.
Summary	This publication contains the full text of arbitration awards and labour board decisions in British Columbia, Alberta and Saskatchewan. In some cases, the texts are condensed. The cases are indexed by subject matter.

BROWN, DONALD T.M. AND BEATTY, DAVID M.

Canadian Labour Arbitration

Publication date	1977.
Source of information	Arbitration cases.
Published by	Canada Law Book Limited, 80 Cowdray Court, Agincourt, Ontario, M1S 1S5.
Cost	$36.
Summary	This book discusses the arbitration process and serves as a guide to how arbitrators have ruled on various issues. It includes footnote references to key decisions, primarily awards reported in *Labour Arbitration Cases* (See p.3021). The book is keyed to the latter publication through a reference system referred to as "topic" numbers. Awards reported in this book identify the topic numbers to which they relate in Labour Arbitration Cases.

LABOUR CANADA

Industry and Expedited Arbitration: Alternatives to Traditional Methods

Publication date	1977.
Source of information	Grievance resolution systems.
Published by	Arbitration Services Branch, Federal Mediation and Conciliation Service, Labour Canada, Ottawa, Ontario K1A 0J2.
Cost	Free.
Summary	This publication describes and compares elements of grievance resolution systems in Canada, with the objective of promoting a better understanding of certain types of "industry" and "expedited" arbitration systems vis-à-vis traditional grievance arbitration. The terms "industry arbitration" and "expedited arbitration" encompass systems used in specific industries whereby a "permanent" arbitrator or a panel of arbitrators is selected to hear grievances arising under one or more collective agreements over a period of time, as well as any procedures or mechanisms designed to expedite the grievance arbitration process.

LABOUR CANADA

Index - Federal Jurisdiction Arbitration Awards

Frequency	Annually.
Publication Date	April following the reference year.
Source of Information	Federal arbitration awards (Part V - Canada Labour Code).
Published by	Arbitration Services Branch, Federal Mediation and Conciliation Service, Labour Canada, Ottawa, Ontario K1A 0J2.
Cost	Free (Available in English or French.)
Summary	The publication contains (1) an employer index and (2) an annotated subject index of awards under Part V of the Canada Labour Code, filed with the Arbitration Services Branch. (See also p.3027.)

LABOUR CANADA

Consolidated Subject Index - Federal Jurisdiction Arbitration Awards, November 1977 - December 1983

Publication Date	1984.
Source of Information	Federal arbitration awards (Part V - Canada Labour Code).
Published by	Arbitration Services Branch, Federal Mediation and Conciliation Service, Labour Canada, Ottawa, Ontario K1A 0J2.
Cost	Free. (Available in English or French.)
Summary	The publication is a consolidated index, by employer and subject, of awards under Part V of the Canada Labour Code, filed with the Arbitration Services Branch and covering the period November 1977 to December 1983. (See also p.3026.)

LABOUR CANADA

Index - Unjust Dismissal Decisions

Frequency	Annually.
Publication Date	April following the reference year.
Source of Information	Arbitration Services Branch, Federal Mediation and Conciliation Service, Labour Canada, Ottawa, Ontario K1A 0J2.
Cost	Free. (Available in English or French.)
Summary	This publication contains (1) an employer index (including complainant and Adjudicator or Court), and (2) an annotated subject index of unjust dismissal adjudication and Court decisions rendered under Part III of the Canada Labour Code.

PALMER, EARL E. (BUTTERWORTH'S LTD.)

(1) Collective Agreement Arbitration in Canada and
(2) Supplement

Publication date	1978.
Source of information	Arbitration Awards and Court decisions.
Published by	Earl E. Palmer, Butterworth's Ltd., 2265 Midland Avenue, Scarborough, Ontario M1P 4S1.
Cost	1978 edition: $65.50; 1980 supplement: $22.50.
Summary	This book is divided into five sections: Arbitration as a System; Protection of Employment per se; Protection of Employment Opportunities; Job Benefits; and Problems of the Union. Within this framework, individual cases are analysed. In December of 1980 a supplement was published to update the publication with changes and additions from cases since the original edition.

YOUNG, BRUCE

State of Suspension

Publication date	1980.
Source of information	Arbitration cases.
Published by	The Canada Labour Views Co. Ltd., Suite 301, 85 Bloor Street East, Toronto, Ontario M4W 1A9
Cost	$24.
Summary	This publication provides case histories of arbitration decisions relating to suspension for such alleged infractions as insubordination, absenteeism and illegal strikes.

ONTARIO MINISTRY OF LABOUR

Monthly Bulletin

Frequency	Monthly.
Publication date	Approximately three months following reference month.
Source of information	Awards filed with the Office of Arbitration.
Published by	Ontario Ministry of Labour.
Available from	Office of Arbitration, 6th Floor, 400 University Street, Toronto, Ontario M7A 1T7.
Cost	Free.
Summary	This publication is a listing of grievance awards filed (with the Office of Arbitration) during the month(s) specified in each issue. The awards are grouped by subject matter and brief summaries of the issues involved are provided. Awards which will be reported in full or in part in *Labour Arbitration Cases* are identified. Construction Industry Arbitration (Ontario Labour Relations Board) awards are summarized and listed by subject matter, separately. A list of awards under the Hospital Labour Disputes Arbitration Act is also provided.

SOCIETE QUEBECOISE D'INFORMATION JURIDIQUE (SOQUIJ)

Décisions du Tribunal d'arbitrage

Frequency	Quarterly.
Published date	Irregular.
Source of information	Awards of arbitrators and arbitration tribunals.
Published by and Available from	Société Québécoise d'information juridique (SOQUIJ), 276, rue Saint-Jacques, Suite 310, Montréal (Québec) H2Y 1N3.
Cost	$90. per annum (French).
Summary	This publication contains the full text of current awards rendered by single arbitrators and Arbitration Tribunals. The material is indexed by the names of the parties involved, legislation and jurisprudence cited, and by subject matter. The publication is a continuation of "Sentences arbitrales des griefs", published by the Quebec Ministry of Labour until 1981.

NOVA SCOTIA DEPARTMENT OF LABOUR AND MANPOWER

Monthly Summary of Activities, Industrial Relations Division/Labour Relations Board

Publication date	Monthly.
Published by	Approximately five weeks following reference month.
Source of information	Decisions of the Labour Relations Board, Arbitration decisions and decisions of the Construction Industry Panel of the L.R.B.
Published by	Research Division, Nova Scotia Department of Labour and Manpower.
Available from	Research Division, Nova Scotia Department of Labour and Manpower, P.O. Box 697, Halifax, Nova Scotia B3J 2T8.
Cost	Free.
Summary	This publication provides a statistical summary of mediation activities, of activities of Conciliation Boards and of Industrial Inquiry Commissions, as well as a listing of the parties in issues settled during the reference month and those pending at the end of the month. It contains summaries of arbitration decisions including the parties, the issues, the circumstances, the award and sources cited. It also contains details of the disposition of applications before the Construction Industry Panel of the L.R.B.

CANADA PUBLIC SERVICE STAFF RELATIONS BOARD

Public Service Staff Relations Board: Annual Reports

Frequency	Annually.
Publication date	Approximately nine months following fiscal reference year.
Source of information	Records of the PSSRB.
Published by	Canadian Government Publishing Centre, Supply and Services Canada, Hull, Quebec K1A 0S9.
Cost	Free (Bilingual).
Summary	This report contains: summary information on the results of adjudication and arbitration proceedings and on other proceedings within the Board's jurisdiction; summary information on the activities of conciliation boards, conciliators, mediators and examiners; summary outlines of significant principles in: decisions of adjudicators, arbitral awards, in other Board decisions and in the terms of reference to Conciliation Boards; summaries of court decisions of interest; activities of the Pay Research Bureau.

BUTTERWORTH'S LTD.

Canada Labour Relations Board Reports

Frequency	Monthly.
Publication date	Approximately eight weeks following reference month.
Source of information	Labour Boards' decisions.
Published by	Butterworth's Ltd., 2265 Midland Avenue, Scarborough, Ontario M1P 4S1.
Cost	$99.50 per volume.
Summary	This is a unique general source of information about key labour board decisions across Canada. Most decisions are reported in comprehensive headnotes, accompanied by either the full text or the relevant portion of the text. Any policy statements issued by the Boards are also reported. The decisions are indexed by case name and topic.

CANADA LABOUR RELATIONS BOARD

Decisions/Information (DI)

Frequency	Quarterly.
Publication date	Reasons for decisions are published some 18 months after the rendering of decisions.
Source of information	Decisions of the C.L.R.B.
Published by	Canada Labour Relations Board, 125 Sussex Drive, Ottawa, Ontario K1A 0X8.
Cost	Free (Bilingual).
Summary	This publication contains full texts of the reasons for decisions of the Canada Labour Relations Board. Also included are records of the disposition of applications before the Board in matters such as: reviews, certifications, change of terms and conditions of employment, revocation; as well as decisions relating to complaints of unfair labour practices, safety of employees, etc.

BRITISH COLUMBIA LABOUR RELATIONS BOARD

Annual Report

Frequency	Annually.
Publication date	Approximately six months following end of reference year.
Source of information	Internal records of the Board.
Published by	Labour Relations Board of British Columbia.
Available from	Labour Relations Board of British Columbia, 1275 West 6th Avenue, Vancouver, B.C. V6H 1A6.
Cost	Free.
Summary	The report summarizes all applications to the Board under the Act and the Board's findings on them, over the preceding calendar year. It contains detailed information on the work of the Board, including the pattern of decisions of the Board in the various areas of its responsibilities. The responsibilities of the Board, the statutes delegating them, and any relevant legislative amendments are highlighted.

MANITOBA LABOUR BOARD

Manitoba Labour Board - Résumé

Frequency	Quarterly.
Publication date	Approximately eight weeks following reference period.
Summary	This publication contains statistical summaries of: (a) the disposition of applications for certification to the Board; (b) disposition of other applications; and (c) disposition of cases before the Board under the Vacations with Pay Act, the Employment Standards Act, the Payment of Wages Act and the Workplace, Safety and Health Act. The résumé identifies the parties involved in certifications issued, dismissed, withdrawn, revoked or amended. Other applications under the Labour Relations Act and their disposition are also detailed.

SASKATCHEWAN DEPARTMENT OF LABOUR

The Saskatchewan Labour Report

Frequency	Monthly.
Publication date	Two months following reference month.
Source of information	Saskatchewan Labour Relations Board, Collective Agreements, Statistics Canada.
Published by	Policy Planning and Research Division, Saskatchewan Department of Labour, 1914 Hamilton Street, Regina, Saskatchewan S4P 4V4.
Cost	Free (English).
Summary	This publication contains: decisions of the Saskatchewan Labour Relations Board and details of reasons; reports on Appeal Court decisions regarding orders and decisions of the S.L.R.B.; applications for certification to the S.L.R.B. and their disposition; summaries of collective agreements (Saskatchewan); and statistical information on work stoppages, Earnings and Labour Force and C.P.I. (for Saskatchewan). (Also contains lists of publications, journal articles, etc., received in the Department's library.)

ONTARIO LABOUR RELATIONS BOARD

Decisions

Frequency	Monthly.
Publication date	Approximately four months after reference month.
Source of information	Decisions of the Board.
Published by	Ontario Labour Relations Board
Available from	Ontario Labour Relations Board, 400 University Avenue, Toronto, Ontario M7A 1T7.
Cost	Free.
Summary	A monthly series of decisions from the Ontario Labour Relations Board, the publication provides the full text of the decisions covered. Decisions are indexed by subject matter and by company/firm and union involved. It includes summaries of all applications disposed of in the previous month. A "Monthly Highlights" gives a preview in summary form only of significant decisions, prior to their appearance in *Decisions*.

SACK, JEFFREY AND LEVINSON, MARTIN L.

Ontario Labour Relations Board Practice

Publication date	1979.
Source of information	Activities of the Board.
Published by	Butterworth's Ltd., 2265 Midland Avenue, Scarborough, Ontario M1P 4S1.
Cost	$35.95.
Summary	Board jurisprudence is discussed in this book. Each proceeding is dealt with separately, both as to substantive law and as to procedure, and there are additional sections on matters of practice of general application, judicial review and on the construction industry.

SOCIETE QUEBECOISE D'INFORMATION JURIDIQUE (SOQUIJ)

Décisions du Commissaire du travail et du Tribunal du travail

Frequency	Quarterly.
Publication date	Irregular.
Source of information	Decisions of Labour Commissioners and of Labour Courts.
Published by and Available from	Société Québécoise d'information juridique (SOQUIJ), 276, rue Saint-Jacques, Suite 310, Montréal (Québec) H2Y 1N3.
Cost	$45. per annum (French).
Summary	This publication contains the full text of current judgements and decisions rendered by Labour Commissioners and Labour Courts (Boards) on matters pertaining to the Labour Code, such as certification, decertification and successor rights, and dismissal for union activity. The material is indexed by the names of parties involved, legislation and jurisprudence cited and by subject matter. The publication is a continuation since 1982, of two publications (terminated in 1981) of the Quebec Ministry of Labour, "Décisions des commissaires du travail" and "Tribunal du travail."

SOCIETE QUEBECOISE D'INFORMATION JURIDIQUE (SOQUIJ)

Droit du Travail Express

Frequency	Weekly (50 issues per year).
Publication date	Available within four days following reference week.
Source of information	Decisions, judgements and awards from judicial and quasi-judicial tribunals.
Published by	Société Québécoise d'information juridique (SOQUIJ), 276, rue Saint-Jacques, Suite 310, Montréal (Québec) H2Y 1N3.
Cost	$130. per annum (French).
Summary	This publication is organized with an analytical index and consists of abridged decisions, judgements and awards rendered by the "Tribunal du Travail", arbitration tribunals, labour commissioners, as well as the Provincial Court, the Superior Court, the Court of Appeal, the Supreme Court of Canada and by the "Commission des affaires sociales" in matters of its jurisdiction dealing with work accidents. These decisions, judgements and awards are classed under one of the following subject titles: Accident du travail Accréditation Association de salariés Activités de pression Commissaire du travail (juridiction) Compétence constitutionnelle Conseil d'arbitrage (juridiction) Convention collective Décrets Droit d'association (protection) Droits de la personne Grief Industrie de la construction Infractions et pénalités Normes de travail Recours civils (autres) Santé et sécurité au travail Tribunal d'arbitrage (juridiction) Tribunal du travail (juridiction)

NEW BRUNSWICK DEPARTMENT OF LABOUR AND MANPOWER

Monthly Summary of Activities

Frequency	Monthly.
Publication date	Approximately four weeks following reference period.
Source of information	Internal sources of the Department.
Published by	Industrial Relations Banch, New Brunswick Department of Labour and Manpower.
Available from	Industrial Relations Branch, New Brunswick Department of Labour and Manpower, Fredericton, New Brunswick E3B 5H1.
Cost	Free.
Summary	This publication contains a listing of appointees to, and the parties involved in issues referred to: Conciliation Officers, Mediation Officers, Arbitration Boards and Conciliation Boards. It also contains a listing of agreements reached and how, and of disputes pending. Information is provided on work stoppages in effect or terminated during the month. Decisions of the Industrial Relations Board (General Division and Construction Division) and the parties involved, are listed.

LABOUR CANADA

Directory of Labour Organizations in Canada

Frequency	Annually.
Publication date	Approximately mid-reference year.
Source of information	Labour organizations in Canada.
Published by	Labour Data Branch, Labour Canada, Ottawa, Ontario K1A 0J2.
Available from	Canadian Government Publishing Centre, Supply and Services Canada, Hull, Quebec K1A 0S9.
Cost	$6.50 (Bilingual).
Summary	This publication is one of the major sources of detailed information on unions and their memberships in Canada. It provides: an alphabetical listing of national and international unions, a geographically arranged listing of independent local labour organizations (with 50 or more members), information on central labour congresses, secondary bodies and directly charted locals, and separate information on certain co-ordinating groups of unions in the railway industry and printing trades. It also contains statistical information on union membership (historically) and on membership by type of union, affiliation and size range.

STATISTICS CANADA

Corporations and Labour Unions Return Act - Part II Labour Unions (Cat. No. 71-202)

Frequency	Annually.
Publication date	Approximately 1½ years following reference year.
Source of information	Data provided to Statistics Canada in accordance with the Act (financial and other information such as memberships, officers, constitution).
Industry coverage	Data on membership etc. are shown by industry groups.
Geographical coverage	Data on membership etc. are shown by provinces and metropolitan areas.
Published by	Labour Unions Section, Business Finance Division, Statistics Canada, Ottawa, Ontario K1A 0T6.
Available from	Publication Sales and Service, Statistics Canada, Ottawa, Ontario K1A 0T6.
Cost	$25.00 (Bilingual).
Summary	This report contains statistical summaries and analysis of labour union activity in Canada including organization and structure of the unions, male and female union membership, geographical location and industry of local unions, affiliations and union financial activity. Also included is the extent of the affiliation of organized labour in Canada with International Unions.

NEW BRUNSWICK DEPARTMENT OF LABOUR AND MANPOWER

Directory of Labour Organizations in New Brunswick

Frequency	Annually.
Publication date	Approximately two months following the end of reference year.
Source of information	Surveys conducted by the department.
Published by and available from	Labour Market Services Branch, New Brunswick Department of Labour and Manpower, Fredericton, New Brunswick E3B 5H1
Cost	Free (Available in English or French).
Summary	This publication contains: a brief summary and statistics on union membership in New Brunswick; directories of locals of international and national unions, and of independent local organizations; listings of the principal officers of the C.L.C., the N.B. Federation of Labour, and of various labour and trades councils.

NOVA SCOTIA DEPARTMENT OF LABOUR AND MANPOWER

Labour Organizations in Nova Scotia

Frequency	Annually.
Publication date	Third quarter of reference year.
Source of information	Data gathered by the Department including direct contacts with labour officials and local union financial statements; Statistics Canada.
Published by and available from	Research Division, Nova Scotia Department of Labour and Manpower, P.O. Box 697, Halifax, Nova Scotia B3J 2T8
Cost	Free.
Summary	This publication contains a comprehensive directory of full-time union business agents and representatives and of labour organizations in Nova Scotia. In addition, a statistical section provides information on growth and distribution of union membership in the province; information is available by area, industry, and congress affiliation.

LABOUR CANADA

Strikes and Lockouts in Canada

Frequency	Annually.
Publication date	Approximately one year after reference year.
Source of information	Canada Employment and Immigration Commission and provincial Departments of Labour.
Industry coverage	Most of the statistical data is arranged by major (11) industrial groups. A more detailed industrial breakdown is given in a summary table.
Geographical coverage	Most of the statistical data is shown by jurisdiction.
Published by	Labour Data Branch, Labour Canada, Ottawa, Ontario K1A 0J2.
Available from	Canadian Government Publishing Centre, Supply and Services Canada, Hull, Quebec K1A 0S9.
Cost	$4.50 (Bilingual).
Summary	This publication provides information on work stoppages due to strikes and lockouts in Canada during the reference year, according to criteria commonly used in their measurement: number of work stoppages, number of workers involved, person-days lost and time-loss as a percentage of estimated working time. A brief historical summary is also provided. The statistics on work stoppages are given by: industry, jurisdiction, month, contract status, number of workers involved, person-days lost and duration in working days. A detailed listing of stoppages involving 100 or more workers shows: industry, parties to the disputes, commencement and termination dates, and the issues involved. Another table lists the parties, number of workers involved, time-loss and commencement and termination date for major work stoppages (involving a time-loss of 300,000 or more person-days) since 1970.

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LABOUR CANADA

Work Stoppages

Frequency	Monthly.
Publication date	Approximately two months following reference month.
Source of information	Canada Employment and Immigration Commission and provincial Labour Departments.
Industry coverage	Information is provided by major industry groups.
Geographical coverage	Data are provided by jurisdiction.
Published by and available from	Labour Data Branch, Labour Canada, Ottawa, Ontario K1A 0J2.
Cost	Free (Bilingual).
Summary	This publication provides information on work stoppages during the reference period as well as cumulative data for the current year and data for each of the previous 12 months. The number of stoppages, workers involved and person-days lost are shown by jurisdiction and by major industry groups. Annual data are also shown for the past 5 years. Details (parties involved, starting and termination dates, workers involved, and time-loss) are reported for each stoppage.

Major Provisions in General Industrial Relations Legislation in Canada

LABOUR CANADA

January 1, 1985

Major Provisions in General Industrial Relations Legislation in Canada

Labour Canada

January 1, 1985

NOTE TO READER

The purpose of this study is to summarize, in tabular form, major provisions in general industrial relations legislation of the various jurisdictions across Canada. These include the provisions on certification, government intervention during unsuccessful negotiations, prerequisites to legal strikes, strike votes and anti-strikebreaking clauses. The legislation studied covers workers *in general* and does not include special statutory provisions often applying to workers in the construction industry and to employees in the public or para-public sectors such as public servants, teachers, hospital workers, policemen and firefighters.

This document is not intended to be a substitute for the relevant statutes themselves; thus, it is suggested that these primary sources be consulted for authoritative interpretations of the laws and their application.

CERTIFICATION

CANADA LABOUR CODE (PART V) (R.S.C.1970, c.L-1, as amended)

TIMELINESS OF APPLICATION

No certified trade union, no agreement:

At any time s. 124(2)(a)

Trade union but no agreement in force:

After expiration of 12 months from the date of certification or, with the consent of the Board, at any earlier time. s. 124(2)(b)

Agreement in force: (3 years or less)

During the last 3 months of operation. s. 124(2)(c)

Agreement in force: (more than 3 years)

During the 34th, 35th and 36th months of operation, during the last three months of each year that the agreement continues to operate after the 3rd year of operation or after the commencement of the last three months of operation. s. 124(2)(d)

Where strike or lockout in effect:

No application may be made during the first six months of a legal strike or lockout except with the consent of the Board. s. 124(3)

Where application refused:

No subsequent application from the same trade union for the same or substantially the same unit for six months unless the Board abridges that period. s. 31(Regs.)

APPROPRIATE BARGAINING UNIT

"Unit" means a group of 2 or more employees. s. 107(1)

The Board determines the unit that, in its opinion, is appropriate for collective bargaining and, for such purposes, it may include or exclude employees and decide any question as to whether a group of employees constitutes a unit. ss. 118(p), 125(1), (2)

Professional employees:

The Board determines that an appropriate unit is comprised of only professional employees and may decide on the inclusion of employees of more than one profession and those performing the functions but lacking the qualifications of a professional employee. s. 125(3)

Supervisory employees:

The Board may determine the appropriateness of a unit comprised of or including employees who supervise other employees. s.125(4)

Private constables:

The Board shall not include a private constable in a unit with other employees. s. 125(5)

REPRESENTATION VOTE

The Board will certify a trade union if satisfied that a majority of the employees in the unit wish to have it represent them as their bargaining agent. s. 126

For the purpose of satisfying itself, the Board may order that a representation vote be taken. s. 127(1)

Mandatory vote ordered by Board: Where

a) a trade union applies for certification as the bargaining agent for a unit in respect of which no other trade union is the bargaining agent, and

b) the Board is satisfied that not less than 35% and not more than 50% of the employees in the unit are members of the trade union. s. 127(2)

Votes ordered by the Board are conducted under its supervision. s. 128(1)

Results are determined on the basis of the ballots cast by the majority of employees voting. s. 129(1)

If less than 35% of the eligible employees actually vote, the representation vote is void. s. 129(2)

DECERTIFICATION

Timeliness of application:

Agreement in force:

Same as application for certification except with the consent of the Board. s. 137(2)(a)

No agreement in force:

12 months after the date of certification. s. 137(2)(b)

Where strike or lockout in effect:

No application may be made during the first six months of a legal strike or lockout except with the consent of the Board. s. 137(5)

Criteria:

A majority of the employees in the unit no longer wish to have the bargaining agent represent them. A representation vote may be held where the Board considers it appropriate. s. 138(1)

No collective agreement is in force and the bargaining agent has failed to make a reasonable effort to enter into one. s. 138(2)

Certification was obtained by fraud (an application may be made at any time). ss. 139, 140

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

NOTICE TO BARGAIN

No agreement:

Either party may require commencement of bargaining s. 146

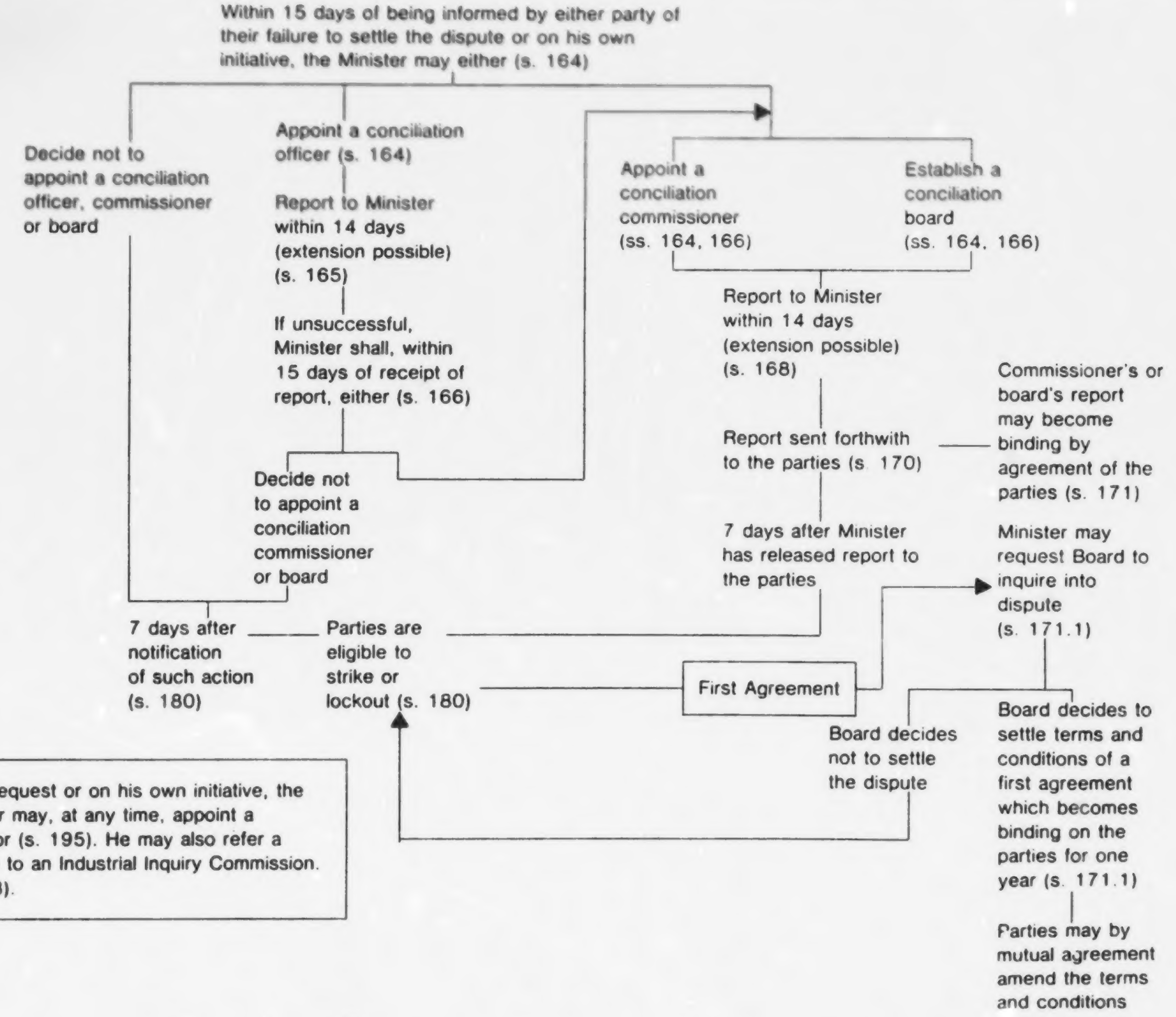
With agreement:

Either party may require the other to commence bargaining within 3 months immediately preceding the date of expiry of the agreement or such longer period as it may provide. s. 147

With or without agreement:

Bargaining in good faith must commence within 20 days after the notice was given or as the parties may agree. s. 148

FAILURE TO SETTLE DISPUTE


Within 15 days of being informed by either party of their failure to settle the dispute or on his own initiative, the Minister may either (s. 164)
Decide not to appoint a conciliation officer, commissioner or board
Appoint a conciliation officer (s. 164)
Report to Minister within 14 days (extension possible) (s. 165)
If unsuccessful, Minister shall, within 15 days of receipt of report, either (s. 166)
Decide not to appoint a conciliation commissioner or board
Appoint a conciliation commissioner (ss. 164, 166)
Establish a conciliation board (ss. 164, 166)
Report to Minister within 14 days (extension possible) (s. 168)
Report sent forthwith to the parties (s. 170)
Commissioner's or board's report may become binding by agreement of the parties (s. 171)
7 days after Minister has released report to the parties
7 days after notification of such action (s. 180)
Parties are eligible to strike or lockout (s. 180)
First Agreement
Minister may request Board to inquire into dispute (s. 171.1)
Board decides not to settle the dispute
Board decides to settle terms and conditions of a first agreement which becomes binding on the parties for one year (s. 171.1)
Parties may by mutual agreement amend the terms and conditions

Upon request or on his own initiative, the Minister may, at any time, appoint a mediator (s. 195). He may also refer a dispute to an Industrial Inquiry Commission. (s. 198).

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE

A collective agreement is binding on the parties until the expiry of its terms. s. 154

Strike action prohibited unless:

(a) Either party has given notice to bargain.

(b) Both parties have failed to negotiate within 20 days after notice was given or have negotiated without sucess.

(c) The Minister has received a notice by either party of the failure to settle a dispute or considered advisable to provide assistance to the parties where such notice was not received.

(d) Seven days have elapsed from the date on which the Minister:

notified the parties of his intention not to appoint a conciliation officer or conciliation commissioner or to establish a conciliation board,

notified the parties of his intention not to appoint a conciliation commissioner or to establish a conciliation board, or

released the report of a conciliation commissioner or conciliation board to the parties. s. 180(1)

No employee may participate in a strike unless he is a member of a bargaining unit in respect of which notice to bargain was given. s. 180(2)

Strikes during the period between Parliaments

Where a strike occurs (or may occur) during that period and in the opinion of the Governor in Council, it adversely affects (or would adversely affect) the national interest, he may delay any strike action until 21 days following the date fixed for the return of the writs at the general election. s. 181

STRIKE VOTE

Prohibitions Concerning Employer Retaliation

An employer is prohibited from refusing to employ or to continue to employ any person, from discriminating in regard to employment or any term or condition of employment or from intimidating or disciplining any person because such employee has participated in a legal strike. s. 184(3)(a)

An employer is prohibited from suspending, disciplining, discharging or otherwise penalizing an employee by reason of his refusal to perform all or some of the duties and responsibilities of another employee participating in a strike or affected by a lockout that is legal. s. 184(3)(c)

CERTIFICATION

LABOUR RELATIONS ACT (R.S.A.1980, c.L-1.1, as amended)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
No certified trade union, no agreement: At any time s. 34(3)(a) Trade union but no agreement in force: Any time after expiration of 10 months from the date of certification. s. 34(3)(b) Agreement in force: (2 years or less) Any time in the 2 months prior to the end of the term of the agreement. s. 34(3)(d) Agreement in force: (more than 2 years) In the 11th or 12th months of the second or any subsequent year of the term, or in the 2 months prior to the end of the term. s. 34(3)(e) Where certification reveiwed by the Court: Any time after expiration of 10 months from the date of final disposition, unless the Court quashes the decision of the Board to certify the bargaining agent. s. 34(3)(c) Where strike or lockout in effect: No application may be made without consent of the Board. s. 34(4) Where application refused or withdrawn: No subsequent application that is the same or substantially the same for 90 days unless the Board gives its consent. s. 49(1) Where certification revoked: No application from the bargaining agent concerned for the same or substantially the same unit for 6 months. s. 49(2)	"Unit" means any group of employees of an employer. s. 1(1)(x) The Board may include employees in the unit or exclude employees from it, alter or amend the trade union's description of the unit and do any other things it considers appropriate. s. 37(2)	If it is satisfied that a majority of the employees are members in good standing of the trade union or have applied for membership and paid on their own behalf at least $2 within the 90 days preceding the application, the Board will certify the trade union. s. 38(2)(a) If a majority of the employees in the unit have indicated in writing their selection of the trade union or, where it considers it advisable, the Board conducts a representation vote and a majority of those who vote are in favour of the union, certification takes place. s. 38(2)(b)	Timeliness of application: Same as for certification. s. 42(2) An application by an employer may be made when he has not bargained collectively with the trade union for at least 3 years after certification provided no agreement was entered into or after the first fixed date for its termination if one was entered into. s. 42(3) Criteria: Certification is revoked when the Board is satisfied that the majority of the employees no longer wish the trade union to carry on collective bargaining on their behalf. s. 43(1)(a) It may be revoked if: 1) There have been no employees in the unit for a period of at least 3 years or the bargaining agent has abandoned its bargaining rights. s. 43(1)(b) 2) There is no objection within 60 days after the Board has signified its intention to do so. s.44

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

NOTICE TO BARGAIN

No agreement:

Either the bargaining agent or the employer may give notice to commence bargaining. s. 73(1)

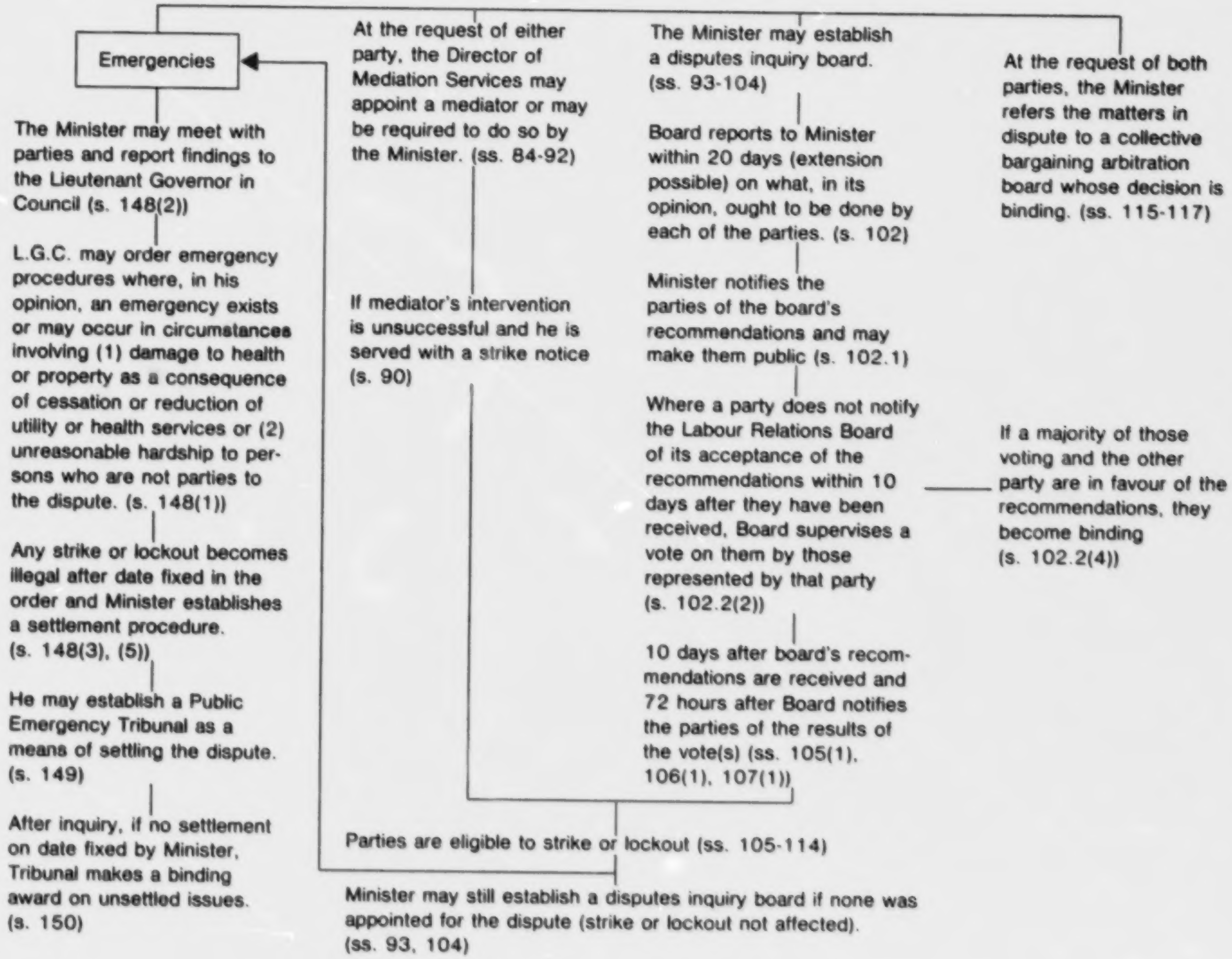
With agreement:

Either party may give notice to commence bargaining not less than 30 days and not more than 90 days (unless a longer period is provided in the agreement) prior to the date of expiry of the agreement. s. 73(2)

With or without agreement:

Parties must commence collective bargaining in good faith within 15 days after notice is given. s. 73(4).

FAILURE TO SETTLE DISPUTE



Emergencies

The Minister may meet with parties and report findings to the Lieutenant Governor in Council (s. 148(2))

L.G.C. may order emergency procedures where, in his opinion, an emergency exists or may occur in circumstances involving (1) damage to health or property as a consequence of cessation or reduction of utility or health services or (2) unreasonable hardship to persons who are not parties to the dispute. (s. 148(1))

Any strike or lockout becomes illegal after date fixed in the order and Minister establishes a settlement procedure. (s. 148(3), (5))

He may establish a Public Emergency Tribunal as a means of settling the dispute. (s. 149)

After inquiry, if no settlement on date fixed by Minister, Tribunal makes a binding award on unsettled issues. (s. 150)

At the request of either party, the Director of Mediation Services may appoint a mediator or may be required to do so by the Minister. (ss. 84-92)

If mediator's intervention is unsuccessful and he is served with a strike notice (s. 90)

The Minister may establish a disputes inquiry board. (ss. 93-104)

Board reports to Minister within 20 days (extension possible) on what, in its opinion, ought to be done by each of the parties. (s. 102)

Minister notifies the parties of the board's recommendations and may make them public (s. 102.1)

Where a party does not notify the Labour Relations Board of its acceptance of the recommendations within 10 days after they have been received, Board supervises a vote on them by those represented by that party (s. 102.2(2))

If a majority of those voting and the other party are in favour of the recommendations, they become binding (s. 102.2(4))

10 days after board's recommendations are received and 72 hours after Board notifies the parties of the results of the vote(s) (ss. 105(1), 106(1), 107(1))

At the request of both parties, the Minister refers the matters in dispute to a collective bargaining arbitration board whose decision is binding. (ss. 115-117)

Parties are eligible to strike or lockout (ss. 105-114)

Minister may still establish a disputes inquiry board if none was appointed for the dispute (strike or lockout not affected). (ss. 93, 104)

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE

Strike action prohibited:

a) **While a collective agreement is in force.** s. 105(1)(a); or

b) **If a disputes inquiry board has been established before a strike,** until at least 10 **days after the Minister serves** a copy of the board's recommendations on the **parties and** 72 hours after the Labour Relations **Board** notifies the parties of the **result of a vote** on their acceptance or rejection. s. 105(1)(b); or

c) **Within** 30 **days after** the date of certification, except if the employer is a member of **a registered** employer's organization. s. 105(1)(c); or

d) **If no collective agreement** was in effect and notice to bargain was given within 30 **days after certification**, until 60 days after that notice was served. s. 105(1)(d)

and unless

e) A strike vote resulted in a majority in favour of a strike. s. 105(2)(a)

f) Strike notice has been given. s. 105(2)(b)

g) **The strike commences** on the date and at the time specified in the notice or in an **amendment** to the notice if one is agreed to and is permitted under the Act. s. 105(2)(c)

Strike notice:

1) **The trade** union must give to the employer in writing, at least 72 hours' notice of **the date and time** on which the strike will commence. It must, immediately after, **serve a similar** notice to the Director of Mediation Services or to the mediator if one **has been appointed**. s. 90(1)

2) **A strike** notice is void unless a declaration as to the result of the strike vote has **been filed** with the Board. s. 91(3)

3) **A strike notice** becomes ineffective when a strike does not occur on the date and **at the time specified** in it or any amendment to it agreed upon by the parties. **Another notice** must then be served before the strike may occur. ss. 91(1), 92

STRIKE VOTE

The bargaining agent may notify the Board that it wishes a strike vote supervised by the Board. s. 87(a)

Only one strike vote may take place with respect to a dispute. s. 87(2)

Upon receipt of such notification, the Board must:

a) If the bargaining agent is in dispute with a single employer, supervise a strike vote of the employees of the employer in the unit affected by the dispute, or

b) If the bargaining agent is in dispute with an employers' organization, supervise a strike vote of the employees of all employers in the unit affected by the dispute.

The employees who have the right to vote are those who were employed in the unit affected by the dispute at any time during the 60 days preceding the date of the vote. The result is determined on the basis of a majority of those persons who actually vote. Any question with respect to a strike vote is referred to the Board for a decision that is final and binding. s. 88

A strike vote is mandatory. s. 105(2)(a)

The right to commence a strike lasts for one year from the date of the strike vote. s. 111

Prohibitions Concerning Employer Retaliation

An employer is prohibited from refusing to employ or to continue to employ any person or from discriminating against any person in regard to employment or any term or condition of employment because the person has participated in a legal strike. s. 137(3)(a)

An employer is prohibited from suspending, disciplining, discharging or otherwise penalizing an employee by reason of his refusal to perform all or some of the duties and responsibilities of another employee participating in a strike. s. 137(3)(g)

LABOUR CODE (R.S.B.C.1979, c.212, as amended)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
No certified trade union, no agreement: At any time s. 39(1) Trade union but no agreement in force: a) 6 months have elapsed since the date of certification of a trade union for the unit, or b) the Board has consented to an application before the expiry of the period of 6 months. s. 39(2)(a) Agreement in force: Only during the 7th and 8th months in each year of its term or of any revewal or continuation thereof. However, where, during this period, one or more applications have been made, regardless of the outcome, or where there is certification or variation of a certification in favour of a council of trade unions, no application until the second such period after the date of application, certification or variation of certification whichever is latest. s. 39(2)(b), (3), (6)	"unit" means a group of employees, and the expression "appropriate for collective bargaining" or "appropriate bargaining unit", where used with reference to a unit, means a unit that is determined by the Board to be appropriate for collective bargaining whether it is an employer unit, craft unit, technical unit, plant unit, or any other unit, and whether or not the employees therein are employed by one or more employer. s. 1(1) In determining that a unit is appropriate for collective bargaining, the Board may include or exclude employees. s. 42(1)	Where on the date an application is received not less than 45% of the employees in the unit are members in good standing of the trade union, the Board must order a representation vote by secret ballot. ss. 43(1), 55(1) Certification takes place if the majority of the votes favour having the union as bargaining agent. s. 43(1) The Board may certify or refuse to certify the trade union, notwithstanding that, by reason of an unfair labour practice, the true wishes of the employees cannot be ascertained. However, in such a situation, a certification may be subject to conditions to be substantially fulfilled within 12 months or a lesser period specified by the Board. s. 8(4)(e)	Certification may be cancelled by the Board where it is satisfied that the trade union has ceased to be a trade union, or that the employer has ceased to be the employer of the employees in the unit. s. 52(1) Mandatory representation vote The Board must order that a representation vote be taken where not less than 45% of the employees in the unit sign an application for cancellation of the certification. s. 52(2) No application for a mandatory vote: 1) during the 10 months following certification, 2) during the 10 months following a refusal to cancel the certification because of an unfair labour practice, or 3) during a period determined by the Board (minimum 90 days) following a refusal to cancel the certification because a majority of votes were in favour of the union. ss. 49, 52(3)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
Exceptions: a) a trade union that is a party to the collective agreement, but is not certified with respect to employees covered by it, may apply at any time, and b) a council of trade unions comprised of trade unions that are parties to collective agreements may apply at any time to be certified for all those trade unions. s. 39(4) Where application refused: No new application by the same applicant for a period determined by the Board (minimum 90 days). s. 49 Where cancellation of certification without regard to a vote, due to an unfair labour practice: No new application by the trade union for 10 months. s. 52(7) Where cancellation of certification: No application by another trade union for 10 months unless the Board abridges that period. s. 52(11)			The Board may cancel or refuse to cancel certification without regard to the result of any vote if any employees in the unit are affected by an order pertaining to a prohibited act, and if it considers that, by reason of an unfair labour practice, a vote is unlikely to disclose the true wishes of the employees. s. 52(5) Other cause for decertification The Board must cancel certification if there have been no employees in the unit for at least 2 years unless, in its opinion, the conduct of the employer making the application is unfair or unreasonable. s. 52(8)

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

NOTICE TO BARGAIN

No agreement:

Either party may require the other to commence bargaining. s. 61(1)

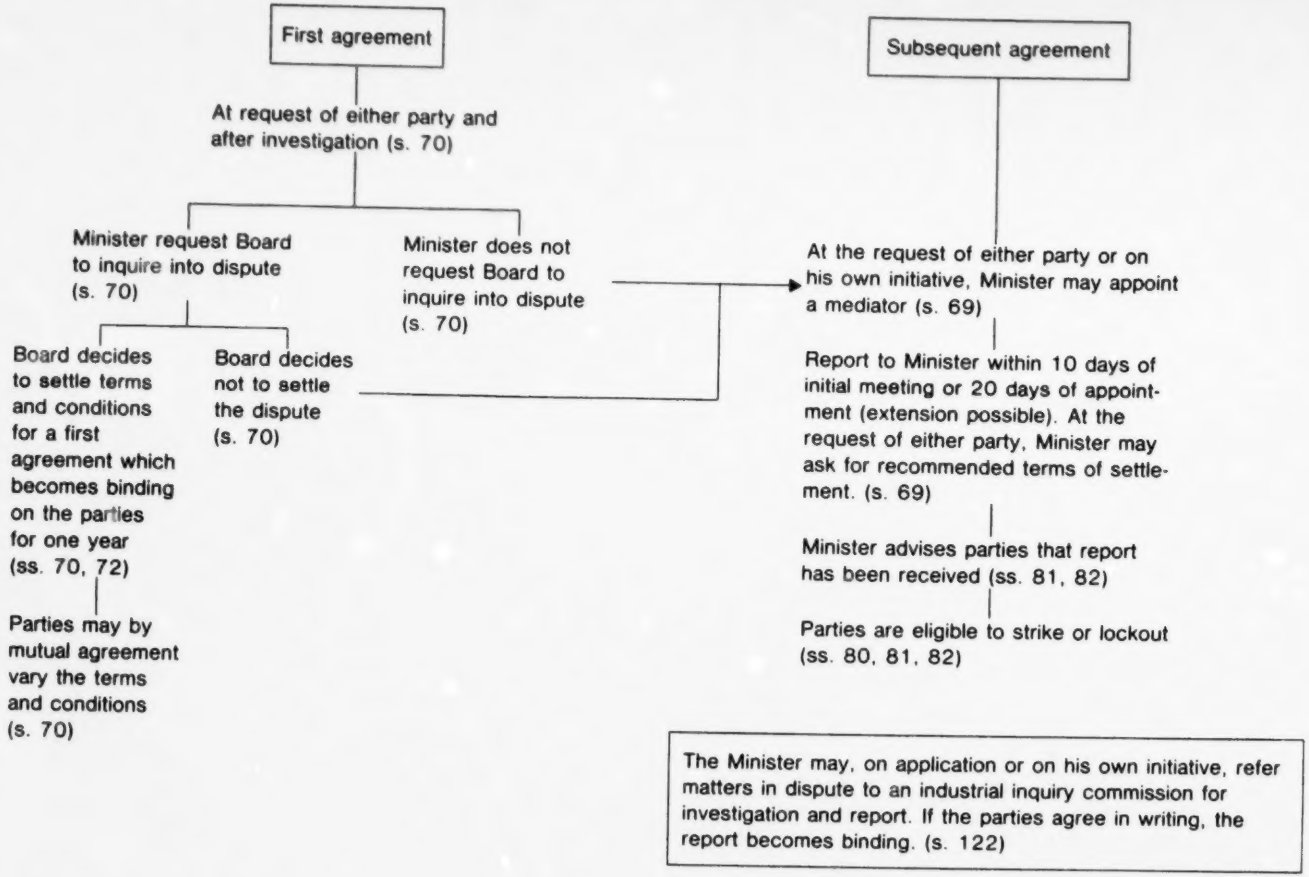
With agreement:

Either party may at any time within 4 months immediately preceding the expiry date of the agreement require the other to commence bargaining. s. 62(1)

With or without agreement:

Bargaining in good faith must commence within 10 days after the date of notice. s. 63

FAILURE TO SETTLE DISPUTE



First agreement

At request of either party and after investigation (s. 70)

Minister request Board to inquire into dispute (s. 70)

Board decides to settle terms and conditions for a first agreement which becomes binding on the parties for one year (ss. 70, 72)

Parties may by mutual agreement vary the terms and conditions (s. 70)

Board decides not to settle the dispute (s. 70)

Minister does not request Board to inquire into dispute (s. 70)

Subsequent agreement

At the request of either party or on his own initiative, Minister may appoint a mediator (s. 69)

Report to Minister within 10 days of initial meeting or 20 days of appointment (extension possible). At the request of either party, Minister may ask for recommended terms of settlement. (s. 69)

Minister advises parties that report has been received (ss. 81, 82)

Parties are eligible to strike or lockout (ss. 80, 81, 82)

The Minister may, on application or on his own initiative, refer matters in dispute to an industrial inquiry commission for investigation and report. If the parties agree in writing, the report becomes binding. (s. 122)

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE

Strike action prohibited:

During the term of a collective agreement. s. 79(1)

Until the trade union and the employer have bargained collectively with respect to the dispute and failed to conclude an agreement. s. 80(a)

Until a strike vote is taken and notice of strike is given to the employer. s. 80(b)

Strike notice

Except as otherwise agreed in writing between the parties, no employee may strike until the employer was given written notice by the union that the employees are going to strike and 72 hours have elapsed from the time such notice was given and, where a mediation officer was appointed, until the trade union has been advised by the Minister that he has received the mediation officer's report. s. 81(3)(b)

On application or on its own initiative, the Board may direct that a longer period of notice be given for the protection of perishable property or other property or persons affected by such perishable property. s. 81(4)

Limitations on the right to strike:

In the case of an immediate and serious danger to life or health, the Minister may do either or both of the following:

1) recommend that the Lieutenant Governor in Council order a cooling off period not exceeding 40 days during which any strike or lockout is prohibited (only one such order may be made for the same dispute);

2) request the Board to designate the facilities, productions and services that it considers necessary or essential to prevent immediate and serious danger to life, health or safety, and the Board may order the parties to ensure that these are provided and maintained. s. 73

STRIKE VOTE

Mandatory strike vote by secret ballot of the employees in the unit by the majority of those who vote. s. 81(1)

On application by a person directly affected by an impending strike, or on its own initiative, the Board may declare a vote to be void if it is satisfied that it has not been held in accordance with the Act or the regulations and may prescribe the terms of any subsequent vote. s. 81(2)

Except as otherwisse agreed in writing between the parties, the strike may be held only during the 3 months following the date on which the vote was taken. s. 81(3)(a)

Prohibitions Regarding Strikebreaking

An employer is prohibited from using or from authorizing or permitting the use of professional strike breakers or an organization of them. A "professional strike breaker" is a person who is not involved in a dispute and whose primary object, in the Board's opinion, is to prevent, interfere with or break up a lawful strike, or to assist an employer in a lockout. ss. 1(1), 3(3)(d)

LABOUR RELATIONS ACT (S.M.1972, c.75, as amended)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
No certified trade union, no agreement: At any time s. 25(2) Trade union but no agreement in force: After expiry of 12 months from the date on which the incumbent bargaining agent was certified or any court proceedings regarding the certification were terminated, whichever is later, or when certification is cancelled. s. 26(1) If an agreement has expired and bargaining has taken place, 90 days after termination or before if the bargaining agent consents. s. 26(3) Agreement in force: After 6 months from the date on which the agreement became effective and before the last 3 months of its term. s. 26(2)(a), (b) Agreement in force: (18 months or less) During the 3 months immediately preceding the last 3 months of the term. s. 26(2)(c) Agreement in force: (more than 18 months) During the 3 months immediately preceding any anniversary of the date on which the agreement became effective or during the 3 months immediately preceding the last 3 months of the term. s. 26(2)(d) Agreement in force: (1 year and provides for successive 1 year term(s))	"unit" means an employee or a group of employees and the expression "appropriate for collective bargaining", where used with reference to a unit means a unit that is appropriate for collective bargaining whether it is an employer unit, craft unit, technical unit, plant unit, or any other unit and whether or not the employees therein are employed by one or more employers. s. 1(y) In determining whether a proposed unit is appropriate for collective bargaining, the Board, if it deems appropriate to do so, may alter the description of the unit, include or exclude employees or classes of employees or create two or more units. ss. 30(2),121.2(5) However, the Board may not include professional employees practising a profession in a unit with other employees unless it is satisfied that a majority of the professional employees wish to be included in the unit. s. 30(3) Where the Board allows an application for certification during a legal strike or lockout, unless in its opinion there are compelling industrial relations reasons to the contrary, the unit is deemed to contain only those employees who were in it and on the employer's payroll on the last day before the work stoppage and who, in its opinion, have a continuing interest in the outcome of the conflict. s. 26(6)	Where the Board is satisfied that any dispute as to the composition of the unit cannot affect the union's right to certification, it may allow certification on an interim basis pending a final determination. s. 30(4) Once it has determined to its satisfaction the number of employees in the unit who, as of the date of the filing of the application, wished to be represented by the union, the Board: 1) certifies if 55% or more; 2) conducts a vote if 45% or more but less than 55%; 3) rejects the application if less than 45%. s. 31(1) Membership in a union is proof of the employees' wishes. Such membership may be revoked prior to the date of application. s. 36(1), (2) Exceptions: The Board conducts a vote where a union, which has the support of at least 45% of the employees in the unit, makes an application to displace another trade union. s. 31(2)	An application may be made by an employee claiming to represent a majority in a unit. s. 40(1) Timeliness of application: Same periods as specified for certification when no agreement is in force or there is an agreement or a legal work stoppage. s. 40(2) Exception: In all cases, at any time with the consent of the Board. s. 40(3) Criteria: A majority of the employees in the unit who participate in a vote no longer wish to be represented by the union. s. 42 Certification was obtained by fraud (an application may be made by a concerned employee, employer or union). s. 43 Failure by the bargaining agent to exercise bargaining rights within 12 months after certification or any court proceeding arising from it, whichever is later. s. 44(1)

CERTIFICATION (continued)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
During the 3 months previous to the 3 months immediately preceding any date on which the agreement may be terminated. s. 26(2)(e) Agreement in force: (first agreement) If the terms and conditions have been settled by the Board, no application during the term of the agreement. s. 26(4) Legal work stoppage: After 6 months from the date of commencement and with the consent of the Board. s. 26(5) Exceptions: Where the parties to an agreement reach settlement within fewer than 30 days from the date of giving notice to bargain, on application, the Board may require either or both of them to show cause why an application by another union should not be permitted. s. 27(1) In all cases, at any time with the consent of the Board. s. 28 Where application refused: No application by the same applicant for the same unit, part of it or any unit containing the same employees for 6 months except with the consent of the Board. (Rule of procedure and practice No. 34)		The Board has discretion to certify a union without majority support if it finds that the employer has committed an unfair labour practice as a result of which the employees' true wishes are not likely to be ascertained and that the union has adequate membership support. s. 32. The Board may dismiss an application or order a vote where it is satisfied that, in the solicitation of memberships, the union has used intimidation, fraud, coercion or penalty threat. s. 36(4) In any certification proceeding, the Board may order a vote for the purpose of satisfying itself as to the wishes of employees in a unit or proposed unit. The result of a vote is determined by the majority of those who cast ballot. ss. 31(3), 39(1) A vote conducted by the Board in a proposed unity may be treated as a representation vote once the unit has been determined. s. 39(3)	Vote: The Board conducts a vote when satisfied that at least 50% of the employees in the unit support the application. It may, however, dispense with a vote when the application is not opposed by the union. s. 41(2), (3) If the Board is satisfied that less than 50% of the employees support the application, the Board dismisses the application. s. 41(1) In any case, the Board may dismiss an application without a vote if satisfied that bad faith on the part of the employer resulted in the bargaining process being frustrated. s. 41(4)

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

NOTICE TO BARGAIN

No agreement:

Either party may require commencement of bargaining. s. 51

With agreement:

Not more than 90 days and not less than 30 days preceding expiry date. s. 52(1)

Agreement may provide otherwise. s. 52(2)

Revision during term:

Either party may require the other, subject to provisions of the agreement. s. 52(3)

With or without agreement:

Bargaining in good faith must commence within 10 clear days after notice was given or such further time as the parties may agree upon. ss. 53, 54(1)

FAILURE TO SETTLE DISPUTE

At the request of either party or on his own initiative, the Minister appoints a conciliation officer (s. 59)

Conciliation officer reports to Minister within 30 days (extension possible) (s. 60)

If conciliation officer is unsuccessful, or on his own initiative, Minister may appoint a conciliation board (s. 85)

First agreement

90 days after certification or extension of that period, either party may apply to Board for a settlement. (s. 75.1)

Board notifies the other party of the application and inquires into the negotiations (s. 75.1)

Unless agreement is concluded within 60 days, Board settles its terms and conditions within further 3 days (30 days extension possible, if no settlement, Board proceeds within further 30 days) (s. 75.1)

Agreement prepared by Board is binding on the parties for one year except to the extent that they agree to vary its terms and conditions (s. 75.1)

Where negotiations have commenced, Minister shall, on request of both parties, appoint a mediator selected by them or may appoint one on his own initiative. (s. 83)

Conciliation board or mediator reports to Minister within 30 days of appointment (extension possible). Report sent forthwith to the parties. (ss. 91, 92)

If parties agree in writing, recommendations of conciliation board or mediator are binding (s. 94)

Parties are eligible to strike or lockout (such action is not subject to statutory delays relating to conciliation or mediation). (s. 77)

The Minister may, on application or on his own initiative, refer a dispute to an industrial inquiry commission for investigation, mediation and report (s. 101)

Where collective agreement provisions set out final settlement procedure by arbitration, etc., without work stoppage, inconsistent collective bargaining procedures of the Act do not apply (s. 70)

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE

Strike action prohibited:

When an application is made to the Board to settle the terms and conditions of a first collective agreement between the parties. s. 75.1(5)

Until 90 days after the date on which the union was certified as bargaining agent and any extension of that period (not exceeding 90 days) ordered by the Board. s. 77(1)

While a collective agreement is in force. s. 77(2)

By a trade union that is not entitled to bargain collectively. s. 78

By an employee who is not in a unit for which a trade union is entitled to bargain collectively. s. 80

Unless a union-conducted vote is in favour of a strike. s. 81

STRIKE VOTE

A secret strike vote is mandatory and is decided by a majority of the employees in the unit who cast ballots. Reasonable notice and opportunity to vote must be given by the union. s. 81

Remark re: ratification vote

Within 30 days of the reaching of agreement between the parties, a vote by secret ballot must be held among the union members in the unit on the acceptance or rejection of the proposed collective agreement. The union must give reasonable notice and opportunity to cast ballot. The question is determined by the majority of those who vote and if they accept the agreement, it becomes binding on the parties. ss. 61, 64(1)

Prohibitions Regarding Strikebreaking and Employer Retaliation

It is an unfair labour practice for an employer to:

- hire or offer to hire replacement workers, or threaten to do so, prior to or during a lockout or legal strike, for any period of time longer than the duration of the work stoppage;
- refuse to reinstate an employee when a lockout or legal strike ends with or without a collective agreement and the work the employee was performing is continued (where there is no agreement on reinstatement, it must be done as work becomes available according to the seniority of each employee in the unit at the time the work stoppage began);
- use, or offer or purport to use, a professional strikebreaker, or authorize such action; a professional strikebreaker is a person not involved in a dispute, and whose primary object is to interfere with, obstruct, prevent, restrain or disrupt the exercise of any right under the Labour Relations Act in anticipation of or during a lockout or legal strike. ss. 10.1, 11, 11.1 and 11.2

PREREQUISITES TO LEGAL STRIKE	STRIKE VOTE
	It is an unfair labour practice for an employer or a bargaining agent to take disciplinary action against an employee covered by a collective agreement who refuses to perform work which would directly facilitate the operation or business of another employer whose employees within Canada are on strike. Disputes concerning the refusal may be referred to the Board for a binding decision. An employer is not required to pay wages to an employee for any period during which he refuses to perform his work. s. 12
	It is an unfair labour practice for an employer to discharge, refuse to continue to employ or to re-employ, layoff, transfer, suspend or alter the status of an employee who has refused to perform all or any of the duties or responsibilities of an employee who is on strike, unless he satisfies the Board that his decision was in no way affected by the refusal. s. 13

CERTIFICATION

INDUSTRIAL RELATIONS ACT (R.S.N.B. 1973, c.I-4, as amended)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
No certified trade union, no agreement: At any time s. 10(2) Trade union but no agreement in force: 12 months after date of certification or 12 months after termination of agreement in force at the time of certification. s. 10(3) Agreement in force: (3 years or less) Within last 2 months of agreement. s. 10(5) Agreement in force: (more than 3 years) During the thirty-fifth and thirty-sixth months of the agreement and during the last two months of any subsequent year or of its operation. s. 10(6) Agreement in force: (providing for further term(s)) During the last 2 months of each year of the further term or of its operation. s. 10(7) Exceptions: When a collective agreement is in force, the Board may give consent to an earlier application. s. 10(8) In all cases, an application is subject to delays related to conciliation, mediation, strike or lockout. s. (11) Where application for certification rejected The Board may prescribe a waiting period before a new application will be considered from the same applicant. s. 20	"Unit" or "bargaining unit" means a group of employees and "appropriate for collective bargaining", with reference to a unit, means a unit that is appropriate for such purposes whether it is an employer unit, craft unit, technical unit, professional unit, plant unit or any other unit and whether or not the employees threrein are employed by one or more employers. s. 1(1) In the agricultural industry, a unit must comprise five or more employees. s. 1(5) In determining that a unit is appropriate for collective bargaining, the Board may include or exclude employees. s. 13(1) A unit consisting solely of professionals is appropriate for collective bargaining but the Board may include its members with other employees if it is satisfied that this is the wish of the majority of such members. s. 1(5)	When the Board is satisfied that not less than 40% and not more than 60% of the employees in the bargaining unit are members in good standing of the trade union, it may direct that a representation vote be taken. s. 14(2) Certification takes place if more than 50% of the ballots of all those eligible to vote are cast in favour of the union or more than 60% in the unit are members in good standing. Employees absent from work during voting hours and who do not cast their ballots are not counted as eligible. s. 14(3), (4) When the Board is satisfied that more than 50% are members in good standing, it may certify the trade union without taking a vote. s. 14(5) A pre-hearing representation vote may be requested by a trade union, be allowed by the Board and become valid if not less than 40% of the employees in the unit are members of the union at the time the application is made. s. 15 The Board has the power to conduct representation votes and give such directions in connection with the vote as it deems necessary. The Board may also hold additional representation votes to determine employees' wishes. s. 126(2)	Timeliness of application: Same as for certification. s. 23(1), (2) and s. 30 Application may be made by any employee, another trade union or an employer (when Board is satisfied that trade union may not have support of majority). s. 23(1), (2), (6), (7) Decertification may take place with or without representation vote when there is: (1) failure to give notice to bargain, or (2) failure to commence or to seek to bargain within certain delays prescribed by the Act. s. 24(1) (2) Decertification at any time: (1) when no employees in bargaining unit for 2 years (2) when certification was obtained fraudulently. ss. 25, 26

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

NOTICE TO BARGAIN

No agreement:

Either party may give notice to commence bargaining. s. 32(1)

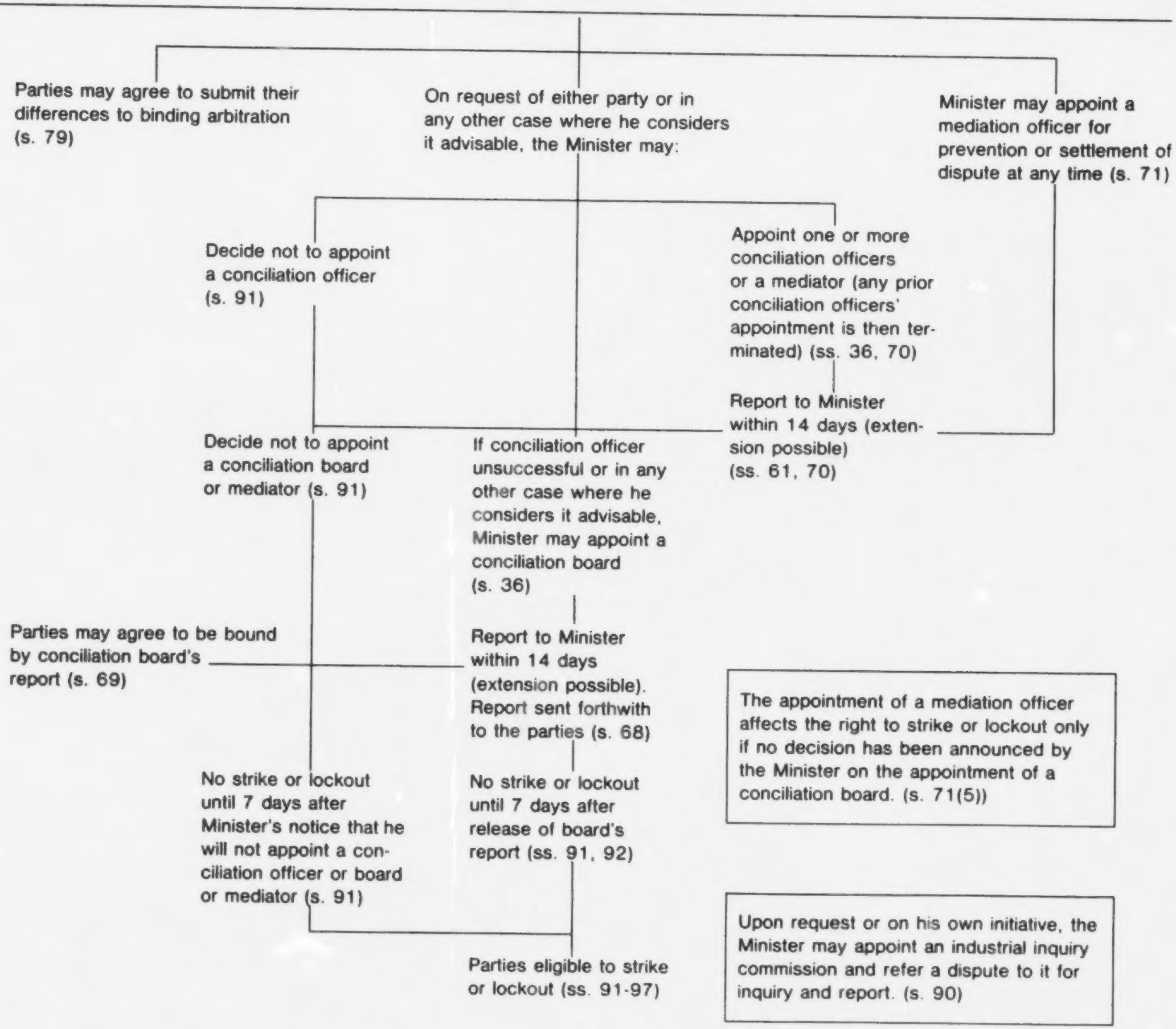
With agreement:

Either party may give notice to commence bargaining within the period of the 90th and the 30th day before the expiry of the agreement or such longer period as may be provided in the agreement s. 33(1) (2)

With or without agreement:

Parties must commence to bargain within 20 days after notice has been given or such further time as the parties may agree upon. s. 34(1) (2)

FAILURE TO SETTLE DISPUTE



Parties may agree to submit their differences to binding arbitration (s. 79)

On request of either party or in any other case where he considers it advisable, the Minister may:

Minister may appoint a mediation officer for prevention or settlement of dispute at any time (s. 71)

Decide not to appoint a conciliation officer (s. 91)

Appoint one or more conciliation officers or a mediator (any prior conciliation officers' appointment is then terminated) (ss. 36, 70)

Report to Minister within 14 days (extension possible) (ss. 61, 70)

Decide not to appoint a conciliation board or mediator (s. 91)

If conciliation officer unsuccessful or in any other case where he considers it advisable, Minister may appoint a conciliation board (s. 36)

Parties may agree to be bound by conciliation board's report (s. 69)

Report to Minister within 14 days (extension possible). Report sent forthwith to the parties (s. 68)

No strike or lockout until 7 days after Minister's notice that he will not appoint a conciliation officer or board or mediator (s. 91)

No strike or lockout until 7 days after release of board's report (ss. 91, 92)

Parties eligible to strike or lockout (ss. 91-97)

The appointment of a mediation officer affects the right to strike or lockout only if no decision has been announced by the Minister on the appointment of a conciliation board. (s. 71(5))

Upon request or on his own initiative, the Minister may appoint an industrial inquiry commission and refer a dispute to it for inquiry and report. (s. 90)

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE

Strike action prohibited:

While a collective agreement is in force except in the case of the revision of a provision of the agreement. s. 91(1), (3)

Until 7 days after the Minister's notice that he will not appoint a conciliation officer, mediator or conciliation board. s. 91(2)

Until 7 days after the Minister has released to the parties the report of the conciliation board. ss. 91(2), 92(1)

Where the parties have agreed to be bound by the award of a conciliation board, arbitrator or arbitration board. s. 92(2)

Where the parties have agreed to be bound by the result of a vote on acceptance of the report of a conciliation board, until 7 days after the Minister has released such report and until a vote has been taken. The vote must be held within 30 days after the release of the report. s. 93(1), (2)

Until the employer has been given a written 24 hours strike notice. If the notice is not acted upon, the employer may require further similar notice. s. 97(1), (4)

After one year from the date of the strike vote or the date fixed for the return on such a vote. In this case, it is deemed that the dispute no longer exists. s. 98(4), (5)

STRIKE VOTE

A mandatory secret strike vote is taken by the trade union and a majority of those in the bargaining unit must vote in favour of the strike. s. 94(1), (2)

An employee is not counted as an employee in the unit if he has not been employed for the 3 months preceding the vote or did not cast ballot because he was absent and the vote was taken on a working day otherwise than by mail. s. 94(3)

Any dispute related to the vote is referred to the Board for decision. s. 94(4), (5)

LABOUR RELATIONS ACT, 1977 (S.N. 1977, c.64, as amended)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
No certified trade union, no agreement: At any time s. 36(2) Trade union but no agreement in force or bargaining has not commenced: 12 months after date of certification. The Board may give its consent to an earlier application. s. 36(3) Agreement in force: (2 years or less) Within last 2 months of its operations. s. 36(4) Agreement in force: (more than 2 years) In the 23rd and 24th months and during the last two months of each subsequent year or of its operation. s. 36(4)	"Unit" means a group of two or more employees determine in accordance with the Act for the purposes of collective bargaining and "approriate" with reference to a unit, means a unit that is appropriate for collective bargaining whether it be an employer unit, craft unit, technical unit, plant unit, or any other unit, and whether or not the employees therein are employed by one or more employers. s. 2(1), (3) In determining that a unit is appropriate for collective bargaining, the Board may include or exclude employees. s. 37(1) The Board may find appropriate a unit of professional employees and may include in it other persons whose work is closely related. s. 39(1)	The Board may certify if: 1) satisfied that the majority of employees are members in good standing or 2) as a result of a vote of those in the unit, it is satisfied that the trade union has the support of a majority of them. s. 37(2) The Board may take such votes as it deems expedient. ss. 46, 47(1) The chief executive officer of the Board causes a vote to be taken if he is satisfied that not less than 40% and not more than 50% of the employees in the unit are members in good standing of the trade union. s. 47(2) Every representation vote is taken by secret ballot. s. 47(3)	Timeliness of application: 12 months after certification, 6 months after any decertification application was dismissed or 12 months after notice to bargain was given by the bargaining agent. The Board may accept and deal with an earlier application. s. 52 On its own motion or upon application, the Board may revoke certification when following investigation and after any hearing requested by the party concerned, it has determined that the bargaining agent non longer represents the majority of employees in the unit. s. 51

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

NOTICE TO BARGAIN

No agreement:

Either party may give notice to commence bargaining. s. 72

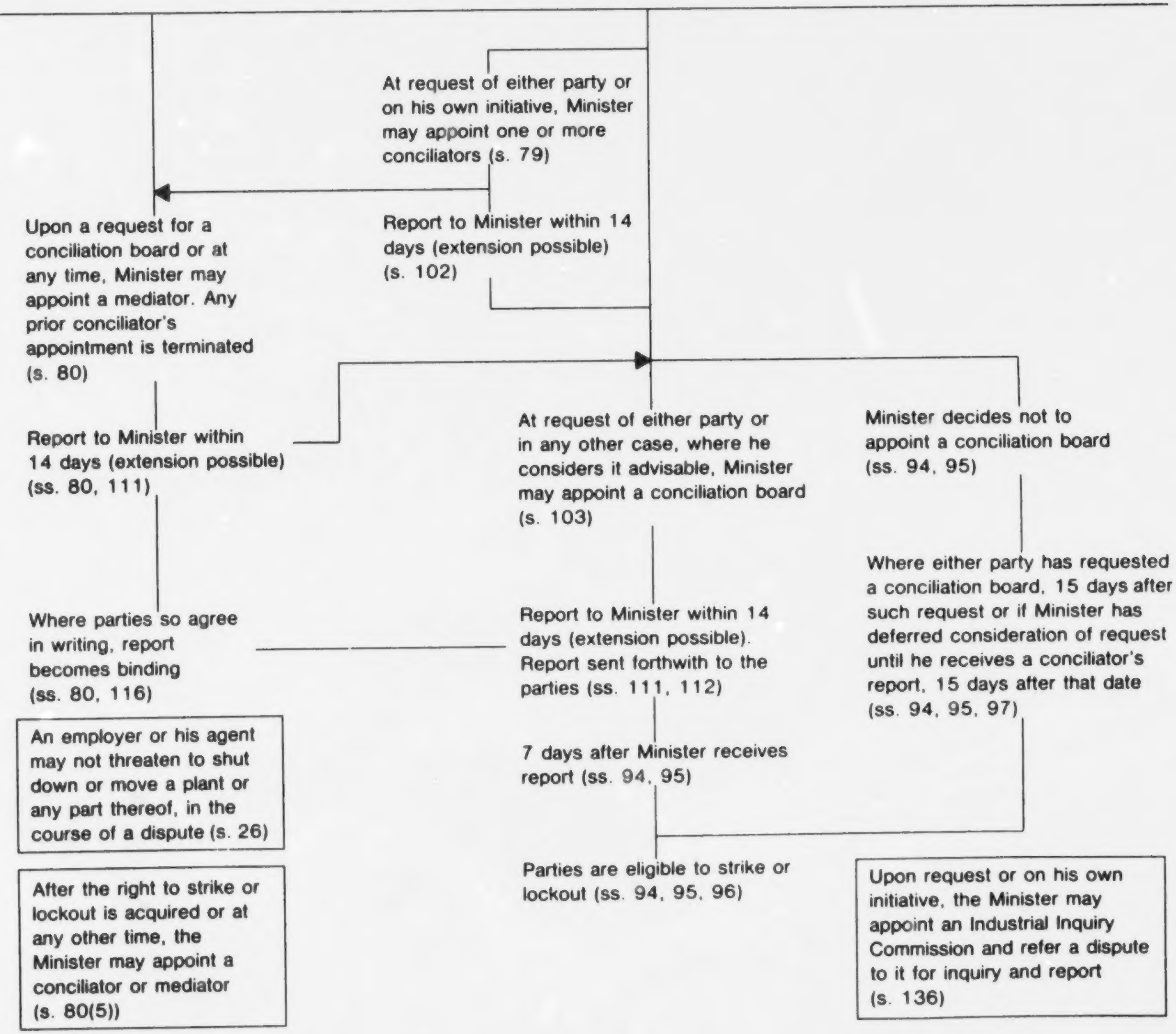
With agreement:

Notice is given by either party not more than 60 days and not less than 30 days before the expiration of the agreement or such other period as may be provided in the agreement. s. 73

With or without agreement:

Parties must commence to bargain in good faith within 20 days after notice has been given or such further time as they may agree upon. ss. 74, 75

FAILURE TO SETTLE DISPUTE



At request of either party or on his own initiative, Minister may appoint one or more conciliators (s. 79)

Report to Minister within 14 days (extension possible) (s. 102)

Upon a request for a conciliation board or at any time, Minister may appoint a mediator. Any prior conciliator's appointment is terminated (s. 80)

Report to Minister within 14 days (extension possible) (ss. 80, 111)

Where parties so agree in writing, report becomes binding (ss. 80, 116)

An employer or his agent may not threaten to shut down or move a plant or any part thereof, in the course of a dispute (s. 26)

After the right to strike or lockout is acquired or at any other time, the Minister may appoint a conciliator or mediator (s. 80(5))

At request of either party or in any other case, where he considers it advisable, Minister may appoint a conciliation board (s. 103)

Report to Minister within 14 days (extension possible). Report sent forthwith to the parties (ss. 111, 112)

7 days after Minister receives report (ss. 94, 95)

Parties are eligible to strike or lockout (ss. 94, 95, 96)

Minister decides not to appoint a conciliation board (ss. 94, 95)

Where either party has requested a conciliation board, 15 days after such request or if Minister has deferred consideration of request until he receives a conciliator's report, 15 days after that date (ss. 94, 95, 97)

Upon request or on his own initiative, the Minister may appoint an Industrial Inquiry Commission and refer a dispute to it for inquiry and report (s. 136)

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE

No strike until the bargaining agent is entitled to require the employer to commence bargaining. ss. 94, 96

A trade union not entitled to bargain collectively cannot declare a strike. s. 96

Strike action prohibited:

While an agreement is in force except in the case of a dispute respecting the revision of a provision of a collective agreement. s. 95

Until the parties have bargained collectively and failed to conclude an agreement. ss. 94, 95

Until 7 days after Minister has received the report of the conciliation board. ss. 94, 95

Until 15 days after the Minister has received a request from either party to appoint a conciliation board and no notice has been given by the Minister or he has notified that he will not appoint a board. Where the Minister defers consideration of such a request until after he receives the report of a conciliation officer, the period within which he must decide whether or not to appoint a conciliation board does not commence until the date on which he receives such report. ss. 94, 95, 97

STRIKE VOTE

When the bargaining agent is entitled to require the employer to commence bargaining, a strike vote may be held only if the parties have bargained collectively and failed to reach an agreement, and after certain delays relating to conciliation (see prerequisites to legal strike). s. 94

A strike vote is not mandatory.

Where the continuance of a strike poses a threat to an industry or region in the province, the Lieutenant-Governor in Council may order the bargaining agent to conduct a secret vote on the resumption of work, and the Minister may require that an officer of his Department be present during the conduct of the vote. s. 98

CERTIFICATION

TRADE UNION ACT (S.N.S. 1972, c.19, as amended)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
No certified trade union, no agreement: At any time s. 22(2) Trade union but no agreement in force: 12 months after date of certification. The Board may give its consent to an earlier application. s. 22(3) Agreement in force: (3 years or less) Within last 3 months of its operation. s. 22(4) Agreement in force: (more than 3 years) During the 34th, 35th and 36th months of the agreement; during the last 3 months of each year that the agreement continues to operate after the 3rd year or during the last 3 months of operation. s. 22(5) Where application refused: No new application by the same applicant for a period determined by the Board. s. 24(16)	"Unit" means a group of two or more employees and "appropriate for collective bargaining" with reference to a unit, means a unit that is appropriate for such purposes whether it be an employer unit, craft unit, technical unit, plant unit, or any other unit and whether or not the employees therein are employed by one or more employers. s. 1(1)x) The Board determines whether the unit is appropriate for collective bargaining and it may include employees in it or exclude them from it. s. 24(4) Community of interest among the employees in such matters as work location, hours of work, working conditions and methods of remuneration will be considered by the Board in determining the appropriate bargaining unit. s. 24(14) Upon an application made by an employer, if the Board is satisfied that such employer is engaged in manufacturing at two or more interdependent manufacturing locations in the province, it will order that the appropriate unit is one comprised of all employees at all such locations subject only to the normal exclusions. An application must be made within one year following the commencement of production and is not permitted when certification or voluntary recognition has been granted with respect to one or more locations. s. 24A	A trade union claiming to have as members in good standing not less than 40% of the employees in a unit may make an application for certification. s. 22(1) The Board then takes a vote to determine the wishes of the employees concerned. s. 24(1), (7) If it is satisfied that less than 40% of the employees in the unit are members in good standing, it will dismiss the application; if the percentage is 40% or more, it will conduct a vote (it may dismiss the application if misleading membership evidence is filed). s. 24(7), (11) If the majority of the votes cast are in favour of the trade union, the Board will grant certification. It may, however, dismiss the application in case of significant contravention of the Act or regulations by the union. s. 24(8), (10) When any contravention of the legislation by the employer results in the vote not reflecting the employees' true wishes, the Board may certify the trade union if it is satisfied that it represents at least 40% of the employees in the unit. s. 24(9)	Timeliness of application: Same as for certification. s. 27 When it is satisfied that a significant number of members of the Trade union allege that such union is not adequately fulfilling its responsibilities or no longer represents a majority of the employees, the Board may upon application for revocation, order the taking of a vote to determine the wishes of the employees and may revoke or confirm the certification in accordance with the result of the vote. s. 27

NOTICE TO BARGAIN

No agreement:

Either party may give notice to commence bargaining. s. 31

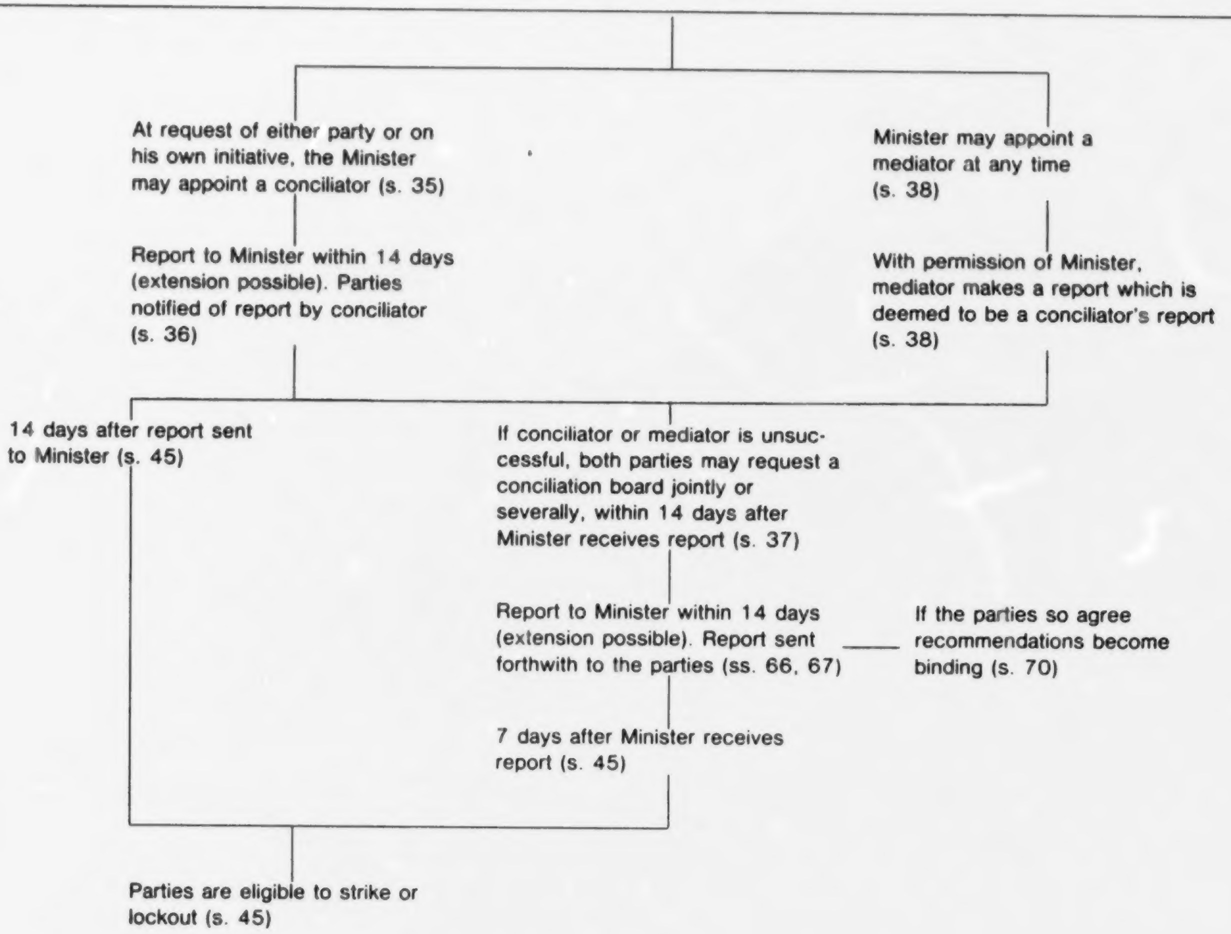
With agreement:

Either party may give notice to commence bargaining within 2 months preceding the date of expiry of the agreement. s. 32

With or without agreement:

Parties must commence to bargain within 20 days after notice has been given or such further time as they may agree upon. s. 33

FAILURE TO SETTLE DISPUTE



At request of either party or on his own initiative, the Minister may appoint a conciliator (s. 35)

Report to Minister within 14 days (extension possible). Parties notified of report by conciliator (s. 36)

Minister may appoint a mediator at any time (s. 38)

With permission of Minister, mediator makes a report which is deemed to be a conciliator's report (s. 38)

14 days after report sent to Minister (s. 45)

If conciliator or mediator is unsuccessful, both parties may request a conciliation board jointly or severally, within 14 days after Minister receives report (s. 37)

Report to Minister within 14 days (extension possible). Report sent forthwith to the parties (ss. 66, 67)

If the parties so agree recommendations become binding (s. 70)

7 days after Minister receives report (s. 45)

Parties are eligible to strike or lockout (s. 45)

Upon request or on his own initiative, the Minister may appoint an industrial inquiry commission and refer a dispute to it for inquiry and report. (ss. 71-73)

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE

No strike until:

The trade union is entitled to require the employer to bargain. s. 45(1)

The parties have bargained collectively and have failed to conclude an agreement. s. 45(1)

14 days after the conciliator has made his report to the Minister or 7 days after the Minister has received the conciliation board's report. No strike more than 6 months after the expiration of these delays unless either party has thereafter requested conciliation services and the times have again expired. s. 45(1), (2)

48 hours after a strike notice has been received by the Minister. s. 45(3)

No strike where:

An agreement is in force except respecting a dispute arising with reference to a provision expressly subject to revision during the term of the agreement. s. 46

A vote of both employers and employees is in favour of the acceptance of the report of a conciliation board. s. 47(1)

STRIKE VOTE

No strike may be declared until a vote by secret ballot of the employees in the unit affected is taken and the majority of the employees concerned vote in favour of the strike. s. 45(3)

Prohibitions Concerning Employer Retaliation

An employer is prohibited from refusing to employ or to continue to employ or from discriminating against any person in regard to employment or any term or condition of employment because the person has participated in a legal strike. s. 51(3)(a)

An employer is prohibited from suspending, disciplining, discharging or otherwise penalizing an employee by reason of his refusal to perform all or some of the duties and responsibilities of another employee participating in a strike. s. 51(3)(c)

CERTIFICATION

LABOUR RELATIONS ACT (R.S.O. 1980, c.228)

TIMELINESS OF APPLICATION

No certified trade union, no agreement:

At any time s. 5(1)

Trade union but no agreement:

12 months after date of certification. s. 5(2)

Voluntarily recognized trade union but no agreement:

Where the bargaining rights have not been terminated, 12 months after the recognition agreement is entered into. s. 5(3)

Agreement in force: (3 years or less)

Within last 2 months of its operation. s. 5(4)

Agreement in force: (more than 3 years)

During the 35th and 36th months of operation; during the last 2 months of each year that the agreement continues to operate or during the last 2 months of operation. s. 5(5)

Agreement in force: (providing for further term(s))

During the last 2 months of each year of the further term(s), or of its operation. s. 5(6)

In all cases:

Application is subject to delays related to conciliation, mediation, strike or lockout. s. 61.

Where application refused:

The Board may bar an unsuccessful applicant for a period not exceeding 10 months. s. 103(2)(1)

APPROPRIATE BARGAINING UNIT

"bargaining unit" means a unit of employees appropriate for collective bargaining, whether it is an employer unit or a plant unit or a subdivision of either of them. s. 1(1)

The Board determines the appropriateness of units and a unit must consist of more than one employee s. 6(1)

The Board may certify a trade union pending the final resolution of a dispute concerning the composition of the unit. s. 6(2)

A group of employees who exercise technical skills or who are members of a craft and, as such, are distinguishable from other employees are considered by the Board to be a unit appropriate for collective bargaining if certain conditions are met. Persons commonly associated in their work and bargaining may be included in the unit. s. 6(3)

A unit consisting solely of professional engineers or dependent contractors is considered to be appropriate but if a majority so wish, the Board may include other employees. s. 6(4), (5)

Security guards may not be included in a bargaining unit with other employees. s. 12

REPRESENTATION VOTE

If the Board is satisfied that not less than 45% and not more than 55% of the employees in the bargaining unit are members of the trade union, it must direct that a representation vote be taken. The Board may do so when it is satisfied that more than 55% belong to the union. s. 7(2)

The Board will certify the trade union if more than 50% of the ballots taken in a vote are cast in its favour, and in other cases, when it is satisfied that more than 55% are members of such union. s. 7(3)

When the true wishes of the employees are not likely to be ascertained because of a contravention of the Act by the employer, the Board may certify the trade union if it is of the opinion that such union has adequate membership support. s. 8

A pre-hearing representation vote may be requested by a trade union, be allowed by the Board and become valid if not less than 35% of the employees in the unit are members of the union at the time the application is made. s. 9

The Board has the power to conduct representation votes and give such directions in connection with the vote as it deems necessary. The Board may also hold additional representation votes to determine employees' wishes. s. 103(2), (5)

DECERTIFICATION

Timeliness of application:

Same as for certification. s. 57(1), (2)

Upon application by any of the employees, the Board must ascertain that not less than 45% of the employees in the bargaining unit have voluntarily signified in writing that they no longer wish to be represented by the trade union. If so, a representation vote is taken. ss. 57(3), 103(2)

Decertification takes place when more than 50% of the ballots are cast in opposition to the trade union. s. 57(4)

A certificate obtained by fraud may be revoked at any time by a declaration of the Board. s. 58

Upon application by an employer or any employees, decertification may take place with or without a representation vote when there is:

1) failure to give notice to bargain, or

2) failure to commence or to seek to bargain within certain delays prescribed by the Act. s. 59

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

NOTICE TO BARGAIN

No agreement:

Following certification, the trade union must give notice to commence bargaining. s. 14

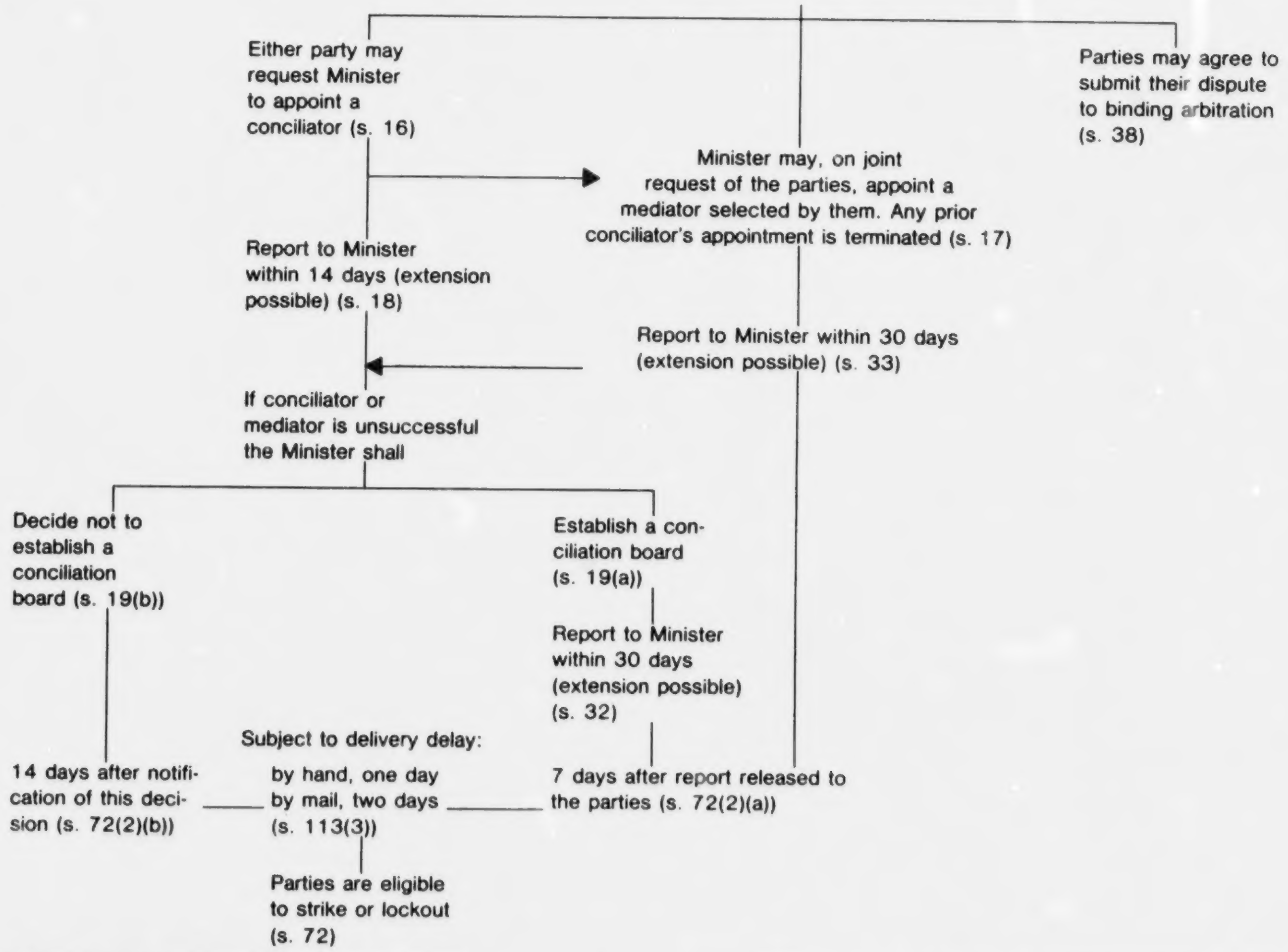
With agreement:

Either party may give notice to commence bargaining within the period of 90 days before the expiry of the agreement or in accordance with provisions in the agreement relating to termination or renewal. s. 53(1), (2)

With or without agreement:

Parties must meet within 15 days from the giving of the notice or within such further period as they may agree upon and must bargain in good faith. ss. 15, 54

FAILURE TO SETTLE DISPUTE



Either party may request Minister to appoint a conciliator (s. 16)

Parties may agree to submit their dispute to binding arbitration (s. 38)

Minister may, on joint request of the parties, appoint a mediator selected by them. Any prior conciliator's appointment is terminated (s. 17)

Report to Minister within 14 days (extension possible) (s. 18)

Report to Minister within 30 days (extension possible) (s. 33)

If conciliator or mediator is unsuccessful the Minister shall

Decide not to establish a conciliation board (s. 19(b))

Establish a conciliation board (s. 19(a))

Report to Minister within 30 days (extension possible) (s. 32)

Subject to delivery delay:

14 days after notification of this decision (s. 72(2)(b))

by hand, one day
by mail, two days
(s. 113(3))

7 days after report released to the parties (s. 72(2)(a))

Parties are eligible to strike or lockout (s. 72)

The Minister may appoint an industrial inquiry commission and refer a dispute to it for inquiry and report (s. 35)

The Minister may appoint a Disputes Advisory Committee to assist the parties at any time during bargaining, either before or after a strike or lockout, where it appears that conciliation and mediation procedures have been exhausted. (s. 37)

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE

Strike action prohibited:

So long as a collective agreement is in operation. s. 72(1)

Until 7 days after the Minister has released to the parties the report of a conciliation board or mediator. This is subject to delivery delay. ss. 72(2), 113(3)

Until 14 days after the Minister has released to the parties a notice that he does not consider it advisable to appoint a conciliation board. This is subject to delivery delay. ss. 72(2), 113(3)

STRIKE VOTE

A strike vote is not mandatory.

At any time after the commencement of a strike, where the Minister believes that it is in the public interest, he may direct that a vote of the employees in the bargaining unit be held to accept or reject the employer's last offer. s. 39

Before or after the commencement of a strike, the employer may make one request that a vote of the employees in the unit be taken as to the acceptance or rejection of his last offer and the Minister will order such a vote. s. 40

A strike vote or a ratification vote taken by a trade union must be by secret ballot. s. 72(4)

Prohibitions Regarding Strikebreaking and Employer Retaliation

No person, employer, employers' organization or person acting on their behalf may retain the services of a professional strikebreaker and no one may act as such. A "professional strikebreaker" is a person who is not involved in a dispute whose primary object, in the Board's opinion, is to interfere with , obstruct, prevent, restrain or disrupt the exercise of any right under the Act in anticipation of, or during, a lawful strike or lockout. s. 71a.

Where an employee engaging in a legal strike makes an unconditional application in writing to his employer within 6 months from the commencement of the strike to return to work, the employer must reinstate the employee in his former employment unless he no longer has persons engaged in performing work of the same or similar nature or operations have been suspended or discontinued for a valid reason. Discrimination is prohibited in offering terms of employment to such an employee. s. 73

CERTIFICATION

LABOUR ACT (R.S.P.E.I. 1974, c.L-1, as amended)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
No certified trade union, no agreement: At any time s. 11(2)	"unit" means a group of employees whether it is an employer unit or a plant unit or a subdivision of either. s. 7(1)(n)	Whenever it deems it necessary, the Board will take a representation vote. s. 12(3)	Timeliness of application: Same as for certification. s. 19(4)
Trade union but no agreement: 10 months after certification; the Board may consent to an earlier application. s. 11(3)	The Board may include or exclude employees in order to make a unit appropriate for collective bargaining or for other good reason. s. 12(2)	The Board will certify the trade union when satisfied that a majority of the employees in the unit wish it to be their bargaining agent. s. 12(5)	An employer, a trade union or any employee may apply to the Board for the revocation of certification on the ground that the union has lost the support of the majority. s. 19(1)
Trade union and expired agreement: When notice to bargain has been given, 10 months after the expiration of the agreement; the Board may consent to an earlier application. s. 11(7)		Representative character may be determined by a vote in favour of the union by a majority of eligible employees in the unit or a majority of those voting when at least 75% have voted. s. 12(4)	If the Board is satisfied that the majority of the employees in a unit no longer wish the trade union to represent them, it will revoke the certification. s. 19(2)
Agreement in force: (2 years or less) During last 2 months of operation. s. 11(4)		A pre-hearing representation vote may be requested by a trade union, be allowed by the Board and become valid. s. 13	Whenever it deems it necessary, the Board will take a vote. ss. 12(3), 19(4)
Agreement in force: (more than 2 years) During 23rd and 24th months of the term, during the last 2 months of each subsequent year or during the last 2 months of operation. s. 11(5)			
Agreement in force: (providing for further term(s)) During the last 2 months of each year of the further term or of its operation. s. 11(6)			
Where strike or lockout in effect: No application may be made without consent of the Board. s. 11(8)			
Where application refused: The Board may prescribe a waiting period before a new application may be made by the same applicant. s. 12(7)			

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

NOTICE TO BARGAIN

No agreement:

Either party may give notice to commence bargaining. s. 20

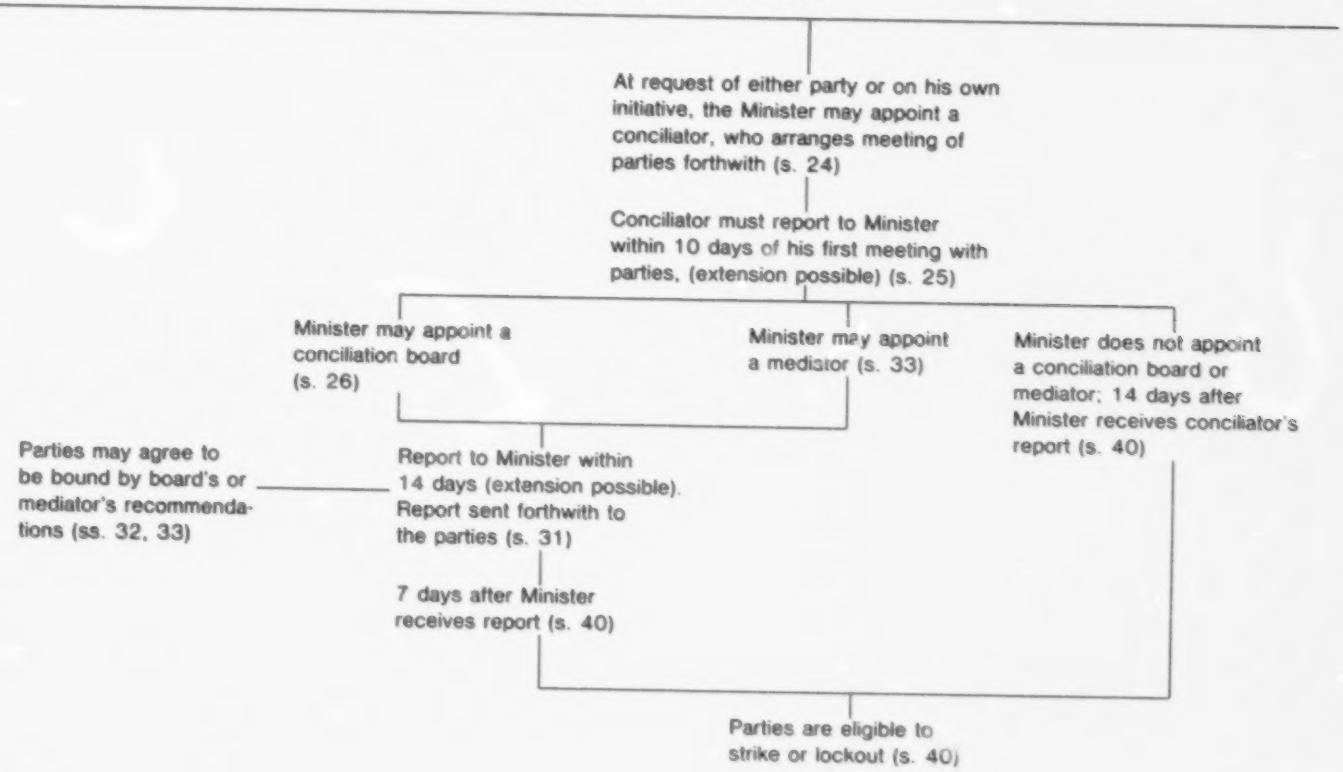
With agreement:

Either party may give notice to commence bargaining within the time prescribed by the agreement or if not specified, at least 2 months before the expiry date. s. 22

With or without agreement:

Parties must commence to bargain within 20 days after notice has been given or such further time as they may agree upon. ss. 21, 23

FAILURE TO SETTLE DISPUTE



At request of either party or on his own initiative, the Minister may appoint a conciliator, who arranges meeting of parties forthwith (s. 24)

Conciliator must report to Minister within 10 days of his first meeting with parties, (extension possible) (s. 25)

Minister may appoint a conciliation board (s. 26)

Minister may appoint a mediator (s. 33)

Minister does not appoint a conciliation board or mediator; 14 days after Minister receives conciliator's report (s. 40)

Parties may agree to be bound by board's or mediator's recommendations (ss. 32, 33)

Report to Minister within 14 days (extension possible). Report sent forthwith to the parties (s. 31)

7 days after Minister receives report (s. 40)

Parties are eligible to strike or lockout (s. 40)

The Minister may appoint an industrial inquiry commission and refer a dispute to it for inquiry and report. s. 41

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE	STRIKE VOTE
No strike during the term of an agreement except if it contains a reopener clause for renegotiation of wages. s. 35. No strike until the parties have bargained collectively and, 1) until 14 days after the report of the conciliator was filed with the Minister and a conciliation board or mediator has not been appointed or, 2) until 7 days after the report of the conciliation board or mediator was filed with the Minister. s. 40(3)	No strike is permitted until after a vote has been taken by secret ballot of the employees in the unit affected as to whether to strike, and the majority of such employees have voted in its favour. Such vote may not be taken until prerequisites to a legal strike have been met. s. 40(4)

CERTIFICATION

LABOUR CODE (R.S.Q. 1977, c.C-27, as amended)

TIMELINESS OF APPLICATION

No certified trade union:

At any time if there is no other application contemplating all or some of the employees. s. 22(a)

First filing rule: The first filing of a petition for certification, regarding non-unionized employees, renders inadmissible any similar petition filed in the days following. (s. 27.1)

Trade union but no agreement:

6 months after the right to strike or to lockout is acquired where the dispute has not been submitted to arbitration and no legal strike or lockout is in progress. s. 22(c)

Agreement in force:

From the 90th to the 60th day before the date of expiration of the agreement or of its renewal or the expiration of an arbitration award replacing an agreement. s. 22(d)

Where application refused or withdrawn:

No renewal of application for 3 months unless the petition is not admissible because of the first filing rule or when the withdrawal occurs following a merger of school or municipal corporations, an integration of personnel within an urban community or the establishment of a transit commission. s. 40

APPROPRIATE BARGAINING UNIT

"A group of employees which constitutes a separate group according to an agreement between the employer and an association of employees, ascertained by a certification agent or according to the decision of a labour commissioner." s. 21

A single employee may form such a group except in farming operations where the minimum requirement is 3 continuously employed persons. s. 21

If a certification agent finds that the parties disagree on the bargaining unit or certain persons contemplated in the petition, the matter is referred to a labour commissioner. ss. 28(d), 30, 31

He has the power to settle, after an investigation, any matter relating to the bargaining unit and the persons contemplated by it and may for that purpose modify the unit proposed by the petitioning association. ss. 32, 39

REPRESENTATION VOTE

An application for certification is made to the labour commissioner-general (within the Department of Labour) and is referred to a certification agent or a labour commissionner. ss. 24, 25

If the parties agree on the bargaining unit (even if there is some disagreement as to the inclusion of certain employees), the certification agent will certify the employee association when he is satisfied as to its representative character. (i.e. absolute majority). ss. 21, 28

If the certification agent determines that 35% to 50% of the employees in the unit are members of the association, he will hold a ballot and certify it, if it obtains the absolute majority of those having the right to vote. ss. 21, 28(b)

A labour commissioner is appointed instead of a certification agent in the following circumstances:

- there is already a certified association,
- there is more than one association applying for certification,
- the certification agent believes that there has been interference on the part of the employer or a complaint has been filed in this respect,
- certification has not been granted by the certification agent because of the lack of representative character or a disagreement of the parties on the bargaining unit. ss. 28(e), 31

DECERTIFICATION

Timeliness of application:

Same as for certification. s. 41

A labour commissioner may cancel the certification:

(1) if the association has ceased to exist, or

(2) if it no longer represents a majority of the group for which it was certified.

An employer may request a labour commissioner to examine these 2 criteria. s. 41

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
		A labour commissioner decides as to the representative nature of the petitioning association after investigating the question in any manner he thinks advisable including by calculating membership or holding a vote by secret ballot. s. 32. A labour commissioner must order a vote by secret ballot when an association has a members 35% to 50% of the employees in the unit. Only the association(s) comprising each not fewer that 35% of the employees and the certified association, if any, may compete for election. This requirement for a vote does not apply when one of the associations has the absolute majority of the employees. s. 37 Where a vote involves more than 2 associations which, together, obtain an absolute majority of the votes of eligible employees, without any having an absolute majority, the labour commissioner orders a new vote by secret ballot excluding the association with the smallest number of votes. s. 37.1 Where a vote involves 2 associations, the labour commissioner certifies the one which has obtained the greater number of votes if they, together, obtain an absolute majority of the votes of eligible employees. s. 37.1	

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

NOTICE TO BARGAIN

No agreement:

Either party may give at least eight days written notice of the time when and the place where it will be ready to meet. s. 52

With agreement:

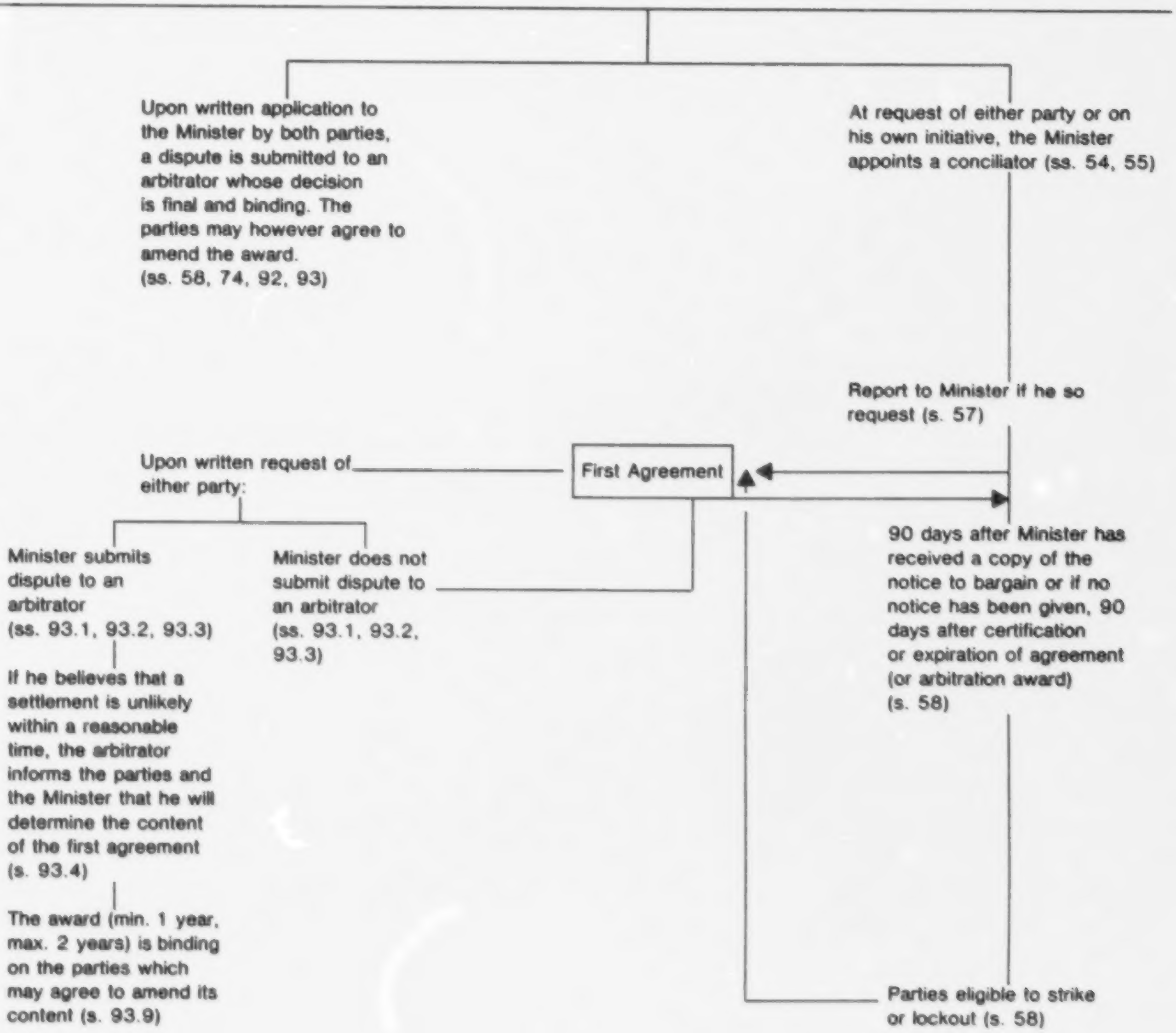
A notice of meeting may be given by either party within 90 days preceding expiration, unless another delay is provided in the agreement. s. 52

With or without agreement:

After a notice of meeting has been given, negotiations must begin and be carried on diligently and in good faith. s. 53

The Act respecting the Ministère du Travail gives the Minister of Labour the power to appoint a special mediator at any time. (s. 15)

FAILURE TO SETTLE DISPUTE



Upon written application to the Minister by both parties, a dispute is submitted to an arbitrator whose decision is final and binding. The parties may however agree to amend the award. (ss. 58, 74, 92, 93)

At request of either party or on his own initiative, the Minister appoints a conciliator (ss. 54, 55)

Report to Minister if he so request (s. 57)

First Agreement

Upon written request of either party:

Minister submits dispute to an arbitrator (ss. 93.1, 93.2, 93.3)

If he believes that a settlement is unlikely within a reasonable time, the arbitrator informs the parties and the Minister that he will determine the content of the first agreement (s. 93.4)

The award (min. 1 year, max. 2 years) is binding on the parties which may agree to amend its content (s. 93.9)

Minister does not submit dispute to an arbitrator (ss. 93.1, 93.2, 93.3)

90 days after Minister has received a copy of the notice to bargain or if no notice has been given, 90 days after certification or expiration of agreement (or arbitration award) (s. 58)

Parties eligible to strike or lockout (s. 58)

PREREQUISITES TO LEGAL STRIKE

Strike action prohibited:

Until 90 days after reception by the Minister of a copy of the notice to commence bargaining or if no notice has been given, until 90 days after certification or the expiration of the agreement (or arbitration award). s. 58

From the time when an arbitrator informs the parties that he will determine the content of a first agreement. s. 93.5

So long as an employee association has not been certified. s. 106

During the period of a collective agreement except where such agreement has a clause permitting the revision thereof by the parties and the conditions for a legal strike have been observed. s. 107

Remark:

Following a petition for certification or for reconsideration or cancellation of certification, the labour commissioner concerned may order the suspension of the delay for exercising the right to strike. s. 42

The employee association must notify the Minister in writing within 48 hours following the declaration of a strike and indicate the number of employees comprised in the bargaining unit. s. 58.1

Limitation of the right to strike in public services

Among others, "public service" includes minicipalities, intermunicipal agencies, telephone services, fixed schedule land transport such as a railway or subway, transport by bus or boat, gas, water or electric utilities, home-garbage removal and ambulance services. s. 111.0.16

Essential services

On the recommendation of the Minister, the Government, if of the opinion that a strike in a public service might endanger the public health or safety, may, by order, require an employer and a certified association to maintain essential services in the event of a strike. Such order must be made not later than 15 days before the certified association concerned acquires the right to strike. The parties must then negotiate and forward

STRIKE VOTE

No strike may be declared unless it has been authorized by secret ballot decided by a majority vote of the members of the certified employee association who are in the bargaining unit and who exercise their right to vote. The employee association must inform its members of the taking of the vote at least 48 hours in advance. It must also notify the Minister in writing within 48 hours after the vote if the result is in favour of the strike. s. 20.2

Remark:

A collective agreement may not be signed until it has been authorized by secret ballot decided by the majority of the members of the certified association in the unit who exercise their right to vote. s. 20.3

Prohibitions Regarding Strikebreaking and Employer Retaliation

An employer is prohibited from utilizing the services of replacements in an establishment affected by a legal strike or a lockout. The types of persons covered by the prohibition are as follows:

1. persons hired between the day the negotiation begins and the end of the strike or lockout;

2. employees of other employers and subcontractors;

3. members of the bargaining unit involved (unless an agreement has been reached by the parties; in designated public services, the trade union has submitted a list of essential services or the Government has suspended the right to strike because of insufficient essential services);

4. persons employed by the employer in another establishment;

5. persons who are not employees under the Code (managers, foremen, etc.) that the employer employs in another establishment (unless employees of that establishment belong to the unit involved in the work stoppage);

PREREQUISITES TO LEGAL STRIKE

their agreement to the Conseil des services essentiels (Essential Services Council). If no agreement is reached, the certified association must send to the employer and to the council a list of the essential services that must be maintained. This list may not be amended thereafter except at the request of the council. ss. 111.0.17, 111.0.18

Where, following any recommendations that it may make to amend the agreement or list, the council considers that the services provided for therein are insufficient or are not rendered during a strike, it must make a report to the Minister and inform the public of its content. ss. 111.0.19, 111.0.20, 111.0.21

Strike notice

In addition to the prerequisites to a legal strike mentioned above, a certified association in a public service must give a written strike notice of at least 7 days to the Minister and the employer, and also to the council when an order has been made regarding the essential services to be maintained. Such notice may be renewed only after the day indicated as the time of the beginning of the strike. In the case of a public service for which an order has been made, no strike may be declared unless, at least 7 days before its beginning, an agreement or list regarding essential services has been forwarded to the council (and also to the employer in the case of a list). s. 111.0.23

Suspension of right to strike

If it is of opinion that the essential services provided for or actually rendered where a strike is apprehended or in progress are insufficient and that it endangers public health or safety, the Government, on the recommendation of the Minister, may suspend the right to strike in a public service for which an order has been made regarding maintenance of those services. The suspension has effect until it is proved to the Government that, where the right to strike is exercised, essential services will be sufficiently maintained in that public service. s. 111.0.24

Lockout is prohibited in a public service contemplated by an order regarding essential services. s. 111.0.26

STRIKE VOTE

6. employees in the establishment who do not belong to the bargaining unit on strike or locked out. s. 109.1

In addition, an employer is prohibited from utilizing, in another of his establishments, the services of an employee who is a member of the unit on strike or locked out. s. 109.1

Employers are exempted from the anti-strikebreaking provisions to the extent necessary to ensure compliance with a violated agreement, list or order pertaining to essential services (see item 3 above). s. 109.2

Employers are not prevented from taking necessary measures to avoid the destruction or serious deterioration of property as long as those measures are for conservation and are not designed to enable continuation of production of goods or services which would not otherwise be permitted. s. 109.3

At the end of a strike or lockout, any affected employee is entitled to recover his employment by priority over any other person, unless the employer can produce a good and sufficient reason for not recalling such employee. Any disagreement between the employer and the association relating to the non-recall of an employee must be submitted to arbitration as if it were a grievance, within 6 months from the date when employment should have been recovered. s. 110.1

CERTIFICATION

TRADE UNION ACT (R.S.S. 1978, c. T-17, as amended)

TIMELINESS OF APPLICATION	APPROPRIATE BARGAINING UNIT	REPRESENTATION VOTE	DECERTIFICATION
Trade union but no agreement in force: Not less than 30 days or more than 60 days before the anniversary date of certification. s. 5(k)(11) Agreement in force: Not less than 30 days or more than 60 days before the anniversary of the effective date of the agreement. ss. 5(k)(1), 33(5) Where application refused: No subsequent application that is the same or substantially the same before 6 months unless the Board abridges that period. s. 5(b)	The Board may make an order determining whether the appropriate unit of employees for the purpose of bargaining collectively shall be an employer unit, craft unit, plant unit, or a subdivision thereof or some other unit. s. 5(a)	In determining what trade union, if any, represents a majority of employees in an appropriate unit, the Board may, in its discretion, direct that a vote be taken by secret ballot of all employees eligible to vote. s. 6(1) The Board orders such a vote where: (a) an order exists determining another trade union to represent the majority of employees in the unit; and (b) 25% or more of the employees in the unit have within 6 months preceding the date of application indicated that the applicant union is their choice as representative for the purpose of collective bargaining. It may, however, refuse to hold the vote if satisfied that another trade union represents a clear majority of the employees in the unit or when it has taken a vote, within six months, upon an application by the same union regarding the same unit. s. 6(2) Votes ordered by the Board are by secret ballot and conducted under its supervision. s. 7(1) In a vote, a majority of those eligible to vote must cast ballot and a majority of the voting employees determines the trade union that represents the employees. s. 8	The Board may rescind or amend an order determining that a trade union represents a majority of employees in an appropriate unit where: (i) there is an agreement in existence and upon application during a period of not less than 30 days or more than 60 days before the anniversary of the effective date of the agreement, or (ii) there is no agreement and an application is made during a period of not less than 30 days or more than 60 days before the anniversary date of the order to be rescinded or amended. s. 5(k) (iii) the Board is satisfied that the order was obtained by fraud (it then rescinds the order). s. 16

COLLECTIVE BARGAINING AND GOVERNMENT INTERVENTION DURING NEGOTIATIONS

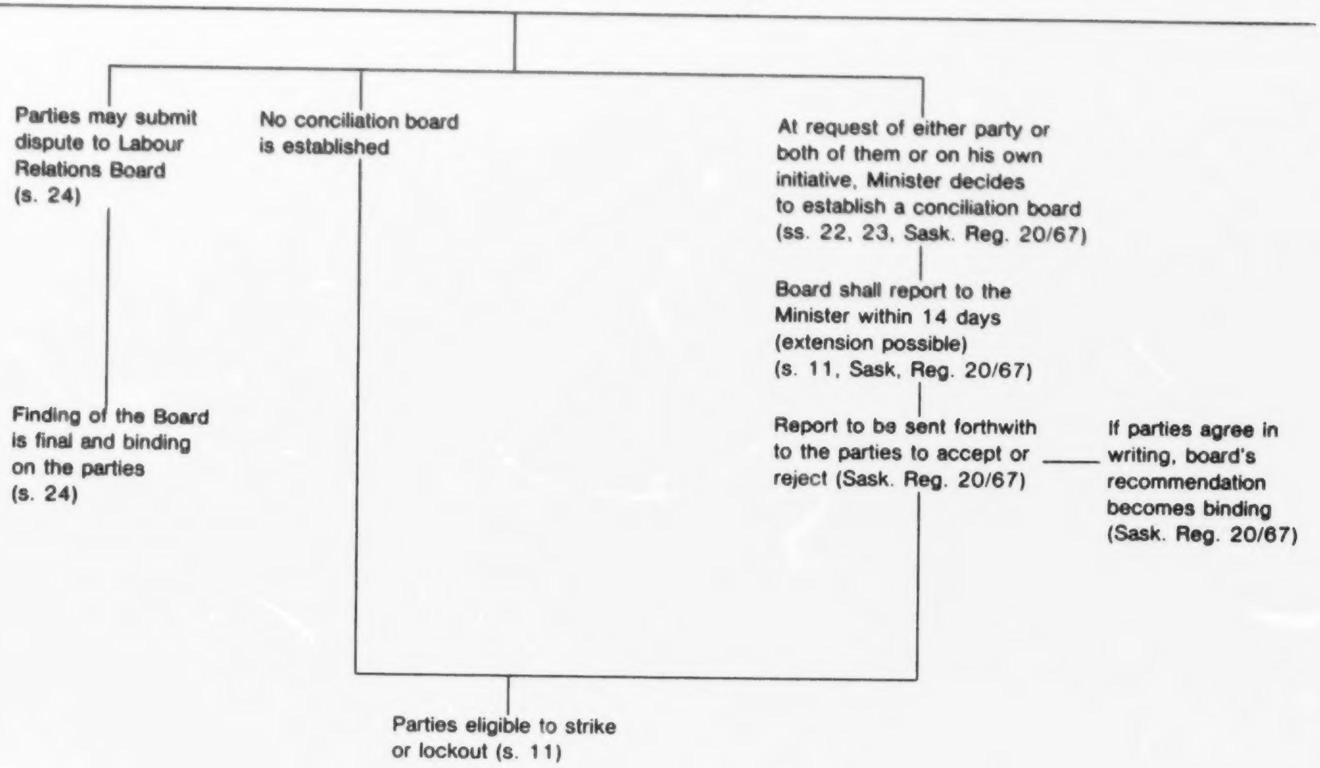
NOTICE TO BARGAIN

With agreement:

Either party may give notice not less than 30 days or more than 60 days before the expiry date of the agreement.

Where notice is given, the parties must forthwith bargain collectively. s. 33(4)

FAILURE TO SETTLE DISPUTE



Parties may submit dispute to Labour Relations Board (s. 24)

Finding of the Board is final and binding on the parties (s. 24)

No conciliation board is established

At request of either party or both of them or on his own initiative, Minister decides to establish a conciliation board (ss. 22, 23, Sask. Reg. 20/67)

Board shall report to the Minister within 14 days (extension possible) (s. 11, Sask, Reg. 20/67)

Report to be sent forthwith to the parties to accept or reject (Sask. Reg. 20/67)

If parties agree in writing, board's recommendation becomes binding (Sask. Reg. 20/67)

Parties eligible to strike or lockout (s. 11)

It is an unfair labour practice for an employer, his agent, etc., to threaten to shut down or move a plant, etc., in the course of a dispute (s. 11(1)(i))

REQUIREMENTS CONCERNING LEGAL STRIKES

PREREQUISITES TO LEGAL STRIKE

Strike action prohibited:

While an application is pending before the board or any matter is pending before a board of conciliation appointed under the Act. s. 11(2)(b)

During the term of a collective agreement. s. 44(2)

Strike notice

The trade union must give the employer or his agent at least 48 hours written notice of the date and time when the strike will commence. It must, promptly thereafter, serve a similar notice to the Minister or his representative. s. 11(6)

Strikes during the period of an election

The Labour-Management Dispute (Temporary Provisions) Act gives the Lieutenant Governor in Council the power to prohibit a strike during an election where, in his opinion, a labour-management dispute creates a situation of pressing public importance or endangers (or may endanger) the health or safety of any person in the province. s. 14

STRIKE VOTE

It is an unfair labour practice for an employee, a trade union or any other person to declare, authorize or take part in a strike unless a strike vote is taken by secret ballot among all employees in the unit affected by the collective bargaining and a majority of those voting have voted in favour of a strike. No strike vote by secret ballot is required in a bargaining unit of 2 employees or less. s. 11(2)(d)

When a strike has continued for 30 days, the trade union, the employer or employees involved in the strike (representing at least 100 or 25% of those in the unit) may apply to the board so that a vote be conducted among the striking employees to determine whether a majority of those voting, whose ballots are not spoiled, are in favour of the employer's final offer. Every affected employee who has not secured permanent employment elsewhere is entitled to vote. Such vote is held at the discretion of the board and may be ordered only once for the same strike. s. 45

Upon application by the employer, trade union or affected employees, the board may decide to supervise, conduct or scrutinize a strike or ratification vote or a vote on the employer's final offer. s. 11(8) and 45(2)

SECTION 4

LIBRARY SERVICES

Collective Bargaining Information Sources

SECTION 4

LIBRARY SERVICES

The following pages provide information about the industrial relations holdings of university, community college, government and public libraries.

The information is based on responses to a survey in which libraries were requested to rank their holdings in various areas as "extensive", "moderate", "minimal" or "none", and also to provide details about special services provided and about the availability of their library services to the public. Because of the nature of the questionnaire, which was designed to ensure a high response, there is obviously a degree of subjectivity in the ranking of holdings as "extensive", etc. We believe, however, that it provides a useful guide to the areas of specialization or strength in industrial relations for the libraries listed.

In many cases, the libraries listed provide services on an inter-library loan basis. If university, community college or public libraries in your area do not have material that you wish to consult or do not make this available to the general public, borrowing arrangements may be made through your local library.

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Library: Rutherford Library North, UNIVERSITY OF ALBERTA
Address: Edmonton, Alberta T6G 2J4

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a)	General industrial relations publications (books, monographs)	Moderate
(b)	Statistical reports (wages, employment, prices, union membership, etc.)	Extensive, in Government Publications Department
(c)	Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive, in the Law Library
(d)	International Labour Office publications	Extensive, in Government Publications Department
(e)	Trade Union publications	Minimal
(f)	Employer Association publications	Minimal
(g)	Industrial relations periodicals, newsletters	Moderate
(h)	Industrial relations clippings	Minimal, in Law Library
(i)	Other	

2. Availability

(a) Restrictions on public use................. To charge material out, a member of the public must obtain a special borrower's permit.

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services

The librarians will perform searches of databases in the SDC, Lockheed on QL systems. The basic charge to a member of the public is $40.

Library: UNIVERSITY OF BRITISH COLUMBIA: Main Library
(Separate entries for Law Library and Industrial Relations Reading Room)
Address: 2075 Wesbrook Mall, Vancouver, B.C. V6T 1W5

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Moderate

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... See Law Library

(d) International Labour Office publications .. Extensive

(e) Trade Union publications .... Minimal, except for historical materials on microfilm and archival collections held in Special Collections.

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Moderate

(h) Industrial relations clippings .... None, See Industrial Relations Reading Room

(i) Other ....

2. Availability

(a) Restrictions on public use................. Free use on premises. $25 annual fee for borrowing. No journal loan.

(b) Available through inter-library loan....... Yes, but UBC charges an $8 inter-library loan fee. The fee is waived only where other cost-sharing arrangements have been made with other libraries in British Columbia.

3. Bibliographic or other special services

Manual and on-line bibliographic searching can be provided, but staff and other costs are charged for special services provided to non-UBC patrons. The amount of assistance that can be provided free of charge is severely limited.

Library: UBC Law Library
Address: 2075 Wesbrook Mall, Vancouver, B.C. V6T 1W5

1. Industrial Relations Holdings

(Extensive, Moderate, Minimal or None)

(a)	General industrial relations publications (books, monographs)	Moderate
(b)	Statistical reports (wages, employment, prices, union membership, etc.)	Minimal
(c)	Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d)	International Labour Office publications	Moderate
(e)	Trade Union publications	None
(f)	Employer Association publications	None
(g)	Industrial relations periodicals, newsletters	Moderate
(h)	Industrial relations clippings	None
(i)	Other	

2. Availability

(a)	Restrictions on public use	General UBC regulations
(b)	Available through inter-library loan	Labour law cases may not be borrowed.

3. Bibliographic or other special services

None.

Library: INDUSTRIAL RELATIONS READING ROOM, UBC
Address: 2075 Wesbrook Mall, Vancouver, B.C. V6T 1W5

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Moderate

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. Moderate

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Moderate

(h) Industrial relations clippings .... Moderate

(i) Other ....

2. Availability

(a) Restrictions on public use................. See Main Library statement

(b) Available through inter-library loan....... We seldom provide reading room materials on inter-library loan. Most catalogued materials are duplicates of items held elsewhere in the system.

3. Bibliographic or other special services

See Main Library statement.

Library: Library, Institute of Public Affairs,
DALHOUSIE UNIVERSITY
Address: 1329 Lemarchant St., Halifax, N.S. B3H 3J5

1. Industrial Relations Holdings

(Extensive, Moderate, Minimal or None)

(a)	General industrial relations publications (books, monographs)	Extensive
(b)	Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c)	Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d)	International Labour Office publications	Moderate
(e)	Trade Union publications	Minimal
(f)	Employer Association publications	Minimal
(g)	Industrial relations periodicals, newsletters	Moderate
(h)	Industrial relations clippings	Minimal
(i)	Other	

2. Availability

(a)	Restrictions on public use	None
(b)	Available through inter-library loan	Yes

3. Bibliographic or other special services

None.

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Library: LAURENTIAN UNIVERSITY Library
Address: Sudbury, Ontario P3E 2C6

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Minimal to Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Minimal to Moderate
(d) International Labour Office publications	Minimal to Moderate
(e) Trade Union publications	Minimal
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Minimal
(h) Industrial relations clippings	Minimal
(i) Other	

2. Availability

(a) Restrictions on public use	None
(b) Available through inter-library loan	Only selectively

3. Bibliographic or other special services

None.

Library: Bibliothèque Générale, UNIVERSITE LAVAL
Address: Québec, Québec G1K 7P4

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a)	General industrial relations publications (books, monographs)	Extensive
(b)	Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c)	Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d)	International Labour Office publications ..	Moderate
(e)	Trade Union publications	Minimal
(f)	Employer Association publications	Minimal
(g)	Industrial relations periodicals, newsletters	Moderate to Extensive
(h)	Industrial relations clippings	None
(i)	Other	

2. Availability

(a)	Restrictions on public use.................	No borrowing
(b)	Available through inter-library loan.......	Yes, with the exception of periodicals and labour laws

3. Bibliographic or other special services

Data banks consultation for a fee/
Centre de conventions collectives (signed contracts).

Library: THE UNIVERSITY OF MANITOBA Libraries
Address: Winnipeg, Manitoba R3T 2N2

1. Industrial Relations Holdings

(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d) International Labour Office publications	Moderate
(e) Trade Union publications	Minimal
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Moderate
(h) Industrial relations clippings	Minimal
(i) Other	

2. Availability

(a) Restrictions on public use	None
(b) Available through inter-library loan	Yes, except for reference materials

3. Bibliographic or other special services

Computer-based bibliographic search services, e.g., DIALOG and INFOMART.

Library: University Library, MEMORIAL UNIVERSITY OF NEWFOUNDLAND
Address: St. John's, Nfld. A1C 5S7

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Extensive
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d) International Labour Office publications	Minimal
(e) Trade Union publications	Extensive Canadian
(f) Employer Association publications	Moderate
(g) Industrial relations periodicals, newsletters	Moderate
(h) Industrial relations clippings	None
(i) Other	

2. Availability

(a) Restrictions on public use	None
(b) Available through inter-library loan	Yes

3. Bibliographic or other special services

None.

Library: Centre de documentation, Ecole des relations
industrielles, UNIVERSITE DE MONTREAL
Address: C.P. 6128, Succursale "A", Montréal, Québec H3C 3J7

1. Industrial Relations Holdings

(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Minimal
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d) International Labour Office publications	Extensive
(e) Trade Union publications	Moderate (most are in French)
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Minimal
(h) Industrial relations clippings	None
(i) Other	

2. Availability

(a) Restrictions on public use	None
(b) Available through inter-library loan	No

3. Bibliographic or other special services

None.

Library: Harriet Irving Library, UNIVERSITY OF NEW BRUNSWICK
Address: P.O. Box 7500, Fredericton, N.B. E3B 5H5

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a)	General industrial relations publications (books, monographs)	Moderate
(b)	Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c)	Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Minimal
(d)	International Labour Office publications	Moderate
(e)	Trade Union publications	Moderate
(f)	Employer Association publications	Minimal
(g)	Industrial relations periodicals, newsletters	Moderate
(h)	Industrial relations clippings	None
(i)	Other	

2. Availability

(a)	Restrictions on public use	Registered borrowers--no fee
(b)	Available through inter-library loan	Yes

3. Bibliographic or other special services

National Library of Canada search services such as CAN/SDI and CANOLE are available on a user-pay basis.

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Library: Morisset Library. UNIVERSITY OF OTTAWA
Address: Ottawa, Ontario K1N 9A5

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Extensive (Canada) Minimal (USA)
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d) International Labour Office publications	Minimal
(e) Trade Union publications	Minimal
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Minimal
(h) Industrial relations clippings	None
(i) Other	None

2. Availability

(a) Restrictions on public use	No
(b) Available through inter-library loan	Yes, except Periodicals, basic reference materials and government documents.

3. Bibliographic or other special services

The reference department provides free bibliographic guides and pathfinders based on the academic programs. It also operates a computerized search service at a flat cost of $5 for the first 15 citations plus 5 to 10 cents for each additional citation.

Library: Industrial Relations Centre, QUEEN'S UNIVERSITY
Address: Queen's University, Kingston, Ontario, K7L 3N6

1. Industrial Relations Holdings
(extensive, moderate, minimal or none)

(a) General industrial relations publications (books, monographs) .... Canadian - extensive

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Extensive

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. Extensive

(e) Trade Union publications .... Extensive

(f) Employer Association publications .... Minimal

(g) Industrial Relations periodicals, newsletters .... Extensive

(h) Industrial Relations clippings .... None

(i) Other .... None

2. Availability

(a) Restrictions on public use................. None

(b) Available through inter-library loan....... No

3. Bibliographic or other special services

Reference services provided, depending on staff time available, to Centre Research and Publications subscribers.

Library: SIMON FRASER UNIVERSITY
Address: Burnaby, B.C. V5A 1S6

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	8,000 volumes approximately
(b) Statistical reports (wages, employment, prices, union membership, etc.)	not separately listed in catalogues
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	1,364 volumes
(d) International Labour Office publications	Library has an all-publications subscription
(e) Trade Union publications	Not separately listed
(f) Employer Association publications	Not separately listed
(g) Industrial relations periodicals, newsletters	Not separately listed
(h) Industrial relations clippings	None

(i) Other .... The library has the catalogue of the library of the New York State School of Industrial and Labour Relations at Cornell University. Indexes and abstracts in the library which pertain to industrial relations are:

International labour documentation
Work related abstracts
Monthly labour review
Human resources abstracts
Personnel management abstracts
Personnel literature
A.G. Bush Library abstracts

Library: SIMON FRASER UNIVERSITY
Address: Burnaby, B.C. V5A 1S6

2. Availability

(a) Restrictions on public use .... None

(b) Available through inter-library loan ...... Yes

3. Bibliographic or other special services

The Library provides bibliographies and user guides to its collection for the use of students and faculty members.

Library: The Jean & Dorothy Newman Industrial Relations Library
Address: Centre for Industrial Relations, UNIVERSITY OF TORONTO
123 St. George Street, Toronto, Ontario M5S 1A1

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Extensive
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d) International Labour Office publications ..	Moderate
(e) Trade Union publications	Extensive
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Extensive
(h) Industrial relations clippings	Extensive
(i) Other	

2. Availability

(a) Restrictions on public use.................	Reference use only
(b) Available through inter-library loan.......	No

3. Bibliographic or other special services

Will edit subject files and select materials for reference requests from the business/labour union community. Serve as library for the Personnel Association of Toronto. Photocopying facilities available. Reserve collection of reading list materials for students and professors, particularly those in the Master of Industrial Relations program.

Library: UNIVERSITY OF VICTORIA
Address: P.O. Box 1800, Victoria, B.C. V8W 2Y3

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate to Extensive

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Canada (Extensive) Other areas (Moderate)

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. Moderate

(e) Trade Union publications .... Moderate to Extensive

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Canada (Extensive) Other areas (Moderate)

(h) Industrial relations clippings .... None

(i) Other ....

2. Availability

(a) Restrictions on public use................. (a) open to anyone on payment of moderate annual fee (b) books available to anyone in community whose needs are not met by other area libraries.

(b) Available through inter-library loan....... Yes, unless located in Reference or Special Collections.

3. Bibliographic or other special services

Bibliographies are prepared in reference for materials forming part of our own collections. This is mainly for in-house use.

Library: WILFRID LAURIER UNIVERSITY
Address: 75 University Avenue West, Waterloo, Ontario.

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Extensive
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d) International Labour Office publications	Moderate
(e) Trade Union publications	Minimal
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Moderate
(h) Industrial relations clippings	Minimal
(i) Other	

2. Availability

(a) Restrictions on public use	None
(b) Available through inter-library loan	Yes, with the exception of government publications

3. Bibliographic or other special services

On-line bibliographical search service.

Library: UNIVERSITY OF WINDSOR, Leddy Library
Address: Windsor, Ontario N9B 3P4

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d) International Labour Office publications ..	Extensive
(e) Trade Union publications	Extensive
(f) Employer Association publications	Moderate
(g) Industrial relations periodicals, newsletters	Extensive
(h) Industrial relations clippings	Minimal
(i) Other	

2. Availability

(a) Restrictions on public use.................	None
(b) Available through inter-library loan.......	Yes

3. Bibliographic or other special services

No extensive bibliographic service except answering short reference questions. However, if one wishes to compile a bibliographic list, he or she would be assisted by librarians with regard to methods of retrieval of information.

Library: FANSHAWE COLLEGE
Address: P.O. Box 4005, Terminal C, London, Ontario N5W 5H1

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Minimal
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d) International Labour Office publications	Minimal
(e) Trade Union publications	Moderate
(f) Employer Association publications	None
(g) Industrial relations periodicals, newsletters	Moderate
(h) Industrial relations clippings	None
(i) Other	

2. Availability

(a) Restrictions on public use	Yes
(b) Available through inter-library loan	Yes (except for reference collection)

3. Bibliographic or other special services

None.

Library: GRANT MacEWAN COMMUNITY COLLEGE
Address: Box 1796, Edmonton, Alberta T5J 2P2

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Minimal

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Minimal

(d) International Labour Office publications .. Minimal

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Moderate

(h) Industrial relations clippings .... None

(i) Other ....

2. Availability

(a) Restrictions on public use................. Yes

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services

Library: MOHAWK COLLEGE
Address: 135 Fennell Avenue West, Hamilton, Ontario L8N 3T2

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Fairly extensive Statistics Canada holdings

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Minimal

(d) International Labour Office publications .. Minimal

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... None

(g) Industrial relations periodicals, newsletters .... Moderate

(h) Industrial relations clippings .... Minimal

(i) Other ....

2. Availability

(a) Restrictions on public use................. Anyone may use material in library; only staff and students may borrow.

(b) Available through inter-library loan....... Most

3. Bibliographic or other special services

None.

Library: McNally Library, NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY
Address: 11762 - 106 Street, Edmonton, Alberta T5G 2R1

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Minimal
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Minimal
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	None
(d) International Labour Office publications ..	Minimal
(e) Trade Union publications	None
(f) Employer Association publications	None
(g) Industrial relations periodicals, newsletters	Minimal
(h) Industrial relations clippings	None
(i) Other	

2. Availability

(a) Restrictions on public use................. Public may use the material in the library but cannot borrow.

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services

None.

Library: Learning Resources Centre, RED RIVER COMMUNITY COLLEGE
Address: 2055 Notre Dame Avenue, Winnipeg, Manitoba R3H OJ9

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical r[illegible]ts (wages, employ[illegible]t, prices, union membership, etc.) .... Moderate

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Minimal

(d) International Labour Office publications .. Minimal

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Moderate

(h) Industrial relations clippings .... Moderate

(i) Other ....

2. Availability

(a) Restrictions on public use................. Yes

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services

The library is able to provide a computer printout of books and non-print materials listed by various subject headings that comprise the larger topic of industrial relations. This is available to staff at the college. May also be provided to another library on special request. This listing does not include government publications or periodicals.

Library: Donald Mordell Learning Resources Centre
RYERSON POLYTECHNICAL INSTITUTE
Address: 50 Gould Street, Toronto, Ontario M5B 1E8

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Minimal
(d) International Labour Office publications ..	Moderate
(e) Trade Union publications	None
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Minimal
(h) Industrial relations clippings	Moderate
(i) Other	

2. Availability

(a) Restrictions on public use.................	Yes
(b) Available through inter-library loan.......	Yes

3. Bibliographic or other special services

None.

Library: Learning Resources Centre, ST. LAWRENCE COLLEGE
Address: P.O. Box 6000, Kingston, Ontario K7L 5A6

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Minimal

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Moderate

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Minimal

(d) International Labour Office publications .. Minimal

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Minimal

(h) Industrial relations clippings .... Minimal

(i) Other ....

2. Availability

(a) Restrictions on public use................. None

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services

Library: Learning Resources Centre, SOUTHERN ALBERTA INSTITUTE OF TECHNOLOGY
Address: 1301-16 Avenue, N.W., Calgary, Alberta T2M OL4

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... None

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Minimal (Statistics Canada)

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Minimal

(d) International Labour Office publications .. Minimal

(e) Trade Union publications .... None

(f) Employer Association publications .... None

(g) Industrial relations periodicals, newsletters .... None

(h) Industrial relations clippings .... None

(i) Other ....

2. Availability

(a) Restrictions on public use................. None

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services

Library: VANCOUVER COMMUNITY COLLEGE, LANGARA
Address: 100 W/49th Avenue, Vancouver, B.C. V5Y 2Z6

1. Industrial Relations Holdings

(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Minimal

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Minimal

(d) International Labour Office publications .. None

(e) Trade Union publications ....)
)
(f) Employer Association publications ....) None. However, there are some pamphlets in vertical file.

(g) Industrial relations periodicals, newsletters .... Minimal (mostly government publications)

(h) Industrial relations clippings .... Minimal

(i) Other .... B.C. Ministry of Labour - Government publications

2. Availability

(a) Restrictions on public use................. None for use in library, non-students must buy community borrowers card ($5/yr) for check-out privileges.

(b) Available through inter-library loan....... Yes (except for reference materials)

3. Bibliographic or other special services

Bibliographic searches are occasionally provided for college faculty only.

Library: CALGARY PUBLIC LIBRARY
Address: 616 Macleod Trail S.E., Calgary, Alberta T2G 2M2

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d) International Labour Office publications	Minimal
(e) Trade Union publications	None--Minimal
(f) Employer Association publications	None--Minimal
(g) Industrial relations periodicals, newsletters	Moderate
(h) Industrial relations clippings	Moderate
(i) Other	

2. Availability

(a) Restrictions on public use	None
(b) Available through inter-library loan	All except reference material, government documents & periodicals.

3. Bibliographic or other special services

We assist the public in reference service which includes use of periodical indexes, government documents and Statistics Canada publications. We have access to computerized bibliographic data bases on a fee-for-service basis (direct costs of phone call and computer time).

Library: EDMONTON PUBLIC LIBRARY
Address: 7 Sir Winston Churchill Square, Edmonton,
Alberta T5J 2C3

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Extensive

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. Minimal

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Moderate

(h) Industrial relations clippings .... None

(i) Other ....

2. Availability

(a) Restrictions on public use................. None

(b) Available through inter-library loan....... If they are circulating items and not of a recent publication date.

3. Bibliographic or other special services

Provide on-line computer searching, on a fee basis. We are accessing "Dialog"; "Infomart"; "QL"; "Can/Ole" and "Infobank" systems. We charge on-line time fees plus costs of off-line printing.

Library: HALIFAX CITY REGIONAL LIBRARY
Address: 5381 Spring Garden Road, Halifax, N.S. B3J 1E9

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Moderate

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. Minimal

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Minimal

(h) Industrial relations clippings .... Moderate, dealing with Halifax and Nova Scotia

(i) Other ....

2. Availability

(a) Restrictions on public use................. Reference materials cannot be borrowed

(b) Available through inter-library loan....... Some

3. Bibliographic or other special services

None.

Library: LONDON PUBLIC LIBRARY
Address: 305 Queens Avenue, London, Ontario N6B 3L7

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a)	General industrial relations publications (books, monographs)	Moderate
(b)	Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c)	Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Minimal
(d)	International Labour Office publications	Moderate
(e)	Trade Union publications	Moderate
(f)	Employer Association publications	Minimal
(g)	Industrial relations periodicals, newsletters	Moderate
(h)	Industrial relations clippings	Moderate
(i)	Other	

2. Availability

(a)	Restrictions on public use	None, but periodicals do not circulate
(b)	Available through inter-library loan	Yes

3. Bibliographic or other special services

Library subscribes to (1) Canadian Business Periodical Index
(2) Business Periodicals Index
(3) Canadian Newspaper Index

Library: METRO TORONTO LIBRARY BOARD, Business Department
Address: 789 Yonge Street, Toronto, Ontario M4W 2G8

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d) International Labour Office publications	Extensive
(e) Trade Union publications	Moderate
(f) Employer Association publications	Moderate
(g) Industrial relations periodicals, newsletters	Moderate
(h) Industrial relations clippings	Minimal
(i) Other	

2. Availability

(a) Restrictions on public use	None
(b) Available through inter-library loan	Some

3. Bibliographic or other special services

None.

Library: Business and Technology Department,
OTTAWA PUBLIC LIBRARY
Address: 120 Metcalfe Street, Ottawa, Ontario K1P 5M2

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Minimal
(d) International Labour Office publications	Minimal
(e) Trade Union publications	Minimal
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Moderate
(h) Industrial relations clippings	Moderate
(i) Other	

2. Availability

(a) Restrictions on public use	None
(b) Available through inter-library loan	Not all

3. Bibliographic or other special services

None.

Library: REGINA PUBLIC LIBRARY
Address: 2311 Twelfth Avenue, Regina, Sask. S4P ON3

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications
(books, monographs) .... Extensive

(b) Statistical reports
(wages, employment, prices, union
membership, etc.) .... Minimal

(c) Labour Law
(labour legislation, Labour Board reports,
arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. Moderate

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals,
newsletters .... Minimal

(h) Industrial relations clippings .... None

(i) Other ....

2. Availability

(a) Restrictions on public use.................. None

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services

Catalogue
Indexes
On-line searching & computer printouts, if requested

Library: SASKATOON PUBLIC LIBRARY
Address: 311-23rd Street East., Saskatoon, Saskatchewan S7K OJ6

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Extensive

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Moderate

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. Minimal

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... N/A

(g) Industrial relations periodicals, newsletters .... Minimal

(h) Industrial relations clippings .... Minimal

(i) Other ....

2. Availability

(a) Restrictions on public use................. None

(b) Available through inter-library loan....... Usually monographs only

3. Bibliographic or other special services

We will occasionally do a bibliography on request but for the most part we restrict ourselves to bibliographies to complement library programs.

Library: VANCOUVER PUBLIC LIBRARY
Address: 750 Burrard Street, Vancouver, B.C. V6Z 1X5

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Extensive

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Extensive

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Extensive

(d) International Labour Office publications .. Extensive

(e) Trade Union publications .... Moderate

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Extensive

(h) Industrial relations clippings .... Extensive

(i) Other ....

2. Availability

(a) Restrictions on public use................. None

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services

We do provide literature and bibliographic searches. There is no fee unless there is a particular time deadline which we could not meet with regular staff. We do not yet have facilities for searching data banks such as QL, Informart, etc.

Library: ALBERTA DEPARTMENT OF LABOUR Library
Address: Rm 500 - 10808 - 99 Avenue, Edmonton, Alberta T5K OG5

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a)	General industrial relations publications (books, monographs)	Moderate
(b)	Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c)	Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d)	International Labour Office publications	Extensive
(e)	Trade Union publications	Minimal
(f)	Employer Association publications	Minimal
(g)	Industrial relations periodicals, newsletters	Extensive
(h)	Industrial relations clippings	Minimal
(i)	Other	Pamphlet file materials - KWOC index - Moderate

2. Availability

(a)	Restrictions on public use	None
(b)	Available through inter-library loan	Yes

3. Bibliographic or other special services

Documents available:
- bibliographic series which cover occupational health & safety, labour and building standards areas
- acquisitions list - "Compendium" (Bi-M)) Three separate ones
- table of contents - "Topics" (semi-M)) to cover above
) subject areas
- Directory of provincial labour libraries

Library: B.C. MINISTRY OF LABOUR
Address: Parliament Buildings, Victoria, B.C. V8V 1X4

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Moderate

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. Extensive

(e) Trade Union publications .... Extensive

(f) Employer Association publications .... Moderate

(g) Industrial relations periodicals, newsletters .... Moderate

(h) Industrial relations clippings .... Minimal

(i) Other ....

2. Availability

(a) Restrictions on public use................. Yes

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services

At present library is primarily connected with Research & Planning Branch of the Ministry. Special services (bibliographies, literature search) provided for research officers.

Library: CANADA LABOUR RELATIONS BOARD
Address: 4th Floor, Tower D, 125 Sussex Drive,
Ottawa, Ontario K1A 0X8

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	None
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d) International Labour Office publications	Minimal
(e) Trade Union publications	Minimal
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Moderate
(h) Industrial relations clippings	Moderate
(i) Other	General Reference Collection

2. Availability

(a) Restrictions on public use	None, by appointment
(b) Available through inter-library loan	Yes

3. Bibliographic or other special services

For Board members and personnel only.

Library: LABOUR CANADA
Address: Ottawa, Ontario K1A 0J2

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Extensive
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d) International Labour Office publications	Extensive
(e) Trade Union publications	Extensive
(f) Employer Association publications	Moderate
(g) Industrial relations periodicals, newsletters	Extensive
(h) Industrial relations clippings	Extensive
(i) Other	Extensive collection of historical labour material

2. Availability

(a) Restrictions on public use................. None

(b) Available through inter-library loan....... Yes, with some restriction on historical, rare and confidential material.

3. Bibliographic or other special services

135 bibliographies (monographs and periodicals articles) are maintained and updated on a regular basis. These are available to enquirers on request. Special bibliographies will be prepared when necessary upon request.

Library: MANITOBA DEPARTMENT OF LABOUR, Research Library
Address: 610 Norquay Bldg., Winnipeg, Manitoba R3C OP8

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d) International Labour Office publications	Extensive
(e) Trade Union publications	Minimal
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Moderate
(h) Industrial relations clippings	Moderate
(i) Other	

2. Availability

(a) Restrictions on public use	Yes
(b) Available through inter-library loan	Yes, but with some restrictions.

3. Bibliographic or other special services

Library: N.B. DEPARTMENT OF LABOUR AND MANPOWER,
Labour Market Services Branch
Address: P.O. Box 6000, Fredericton, N.B. E3B 5H1

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Minimal

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Extensive

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Minimal

(d) International Labour Office publications .. Minimal

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Moderate

(h) Industrial relations clippings .... Extensive

(i) Other ....

2. Availability

(a) Restrictions on public use.................. Yes

(b) Available through inter-library loan....... No

3. Bibliographic or other special services

None.

Library: NOVA SCOTIA DEPARTMENT OF LABOUR
Address: P.O. Box 697, Halifax, N.S. B3J 2T8

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a)	General industrial relations publications (books, monographs)	Moderate
(b)	Statistical reports (wages, employment, prices, union membership, etc.)	Moderate
(c)	Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d)	International Labour Office publications	Moderate
(e)	Trade Union publications	None
(f)	Employer Association publications	None
(g)	Industrial relations periodicals, newsletters	Moderate
(h)	Industrial relations clippings	None
(i)	Other	

2. Availability

(a)	Restrictions on public use	in-house use only
(b)	Available through inter-library loan	Yes

3. Bibliographic or other special services

None.

Library: ONTARIO LABOUR RELATIONS BOARD
Address: 400 University Avenue, 4th Floor, Toronto, Ontario
M7A 1V4

1. Industrial Relations Holdings
(extensive, moderate, minimal or none)

(a) General industrial relations publications (books, monographs) .... Minimal

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Minimal

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Extensive

(d) International Labour Office publications .. None

(e) Trade Union publications .... None

(f) Employer Association publications .... None

(g) Industrial Relations periodicals, newsletters .... Moderate

(h) Industrial Relations clippings .... None

(i) Other .... Legal texts (administrative practice and procedure, constitutional, contract, evidence, arbitration) case reports (e.g., DLR's, OR's) encyclopedia (C.E.O. Ont., Can. Abrid).

2. Availability

(a) Restrictions on public use................. Yes. Borrowing of texts restricted to the Library and hearing rooms.

(b) Available through inter-library loan....... No

3. Bibliographic or other special services

The Library maintains a card index to the OLRB decisions which can be used by the public in the Library.

Library: Ontario Ministry of Labour
Address: 400 University Avenue, 4th Floor, Toronto, Ontario
M7A 1V4

1. Industrial Relations Holdings
(extensive, moderate, minimal or none)

(a)	General industrial relations publications (books, monographs)	Extensive
(b)	Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c)	Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d)	International Labour Office publications	Extensive
(e)	Trade Union publications	Extensive
(f)	Employer Association publications	Moderate
(g)	Industrial Relations periodicals, newsletters	Extensive
(h)	Industrial Relations clippings	Moderate

(i) Other: Collection in occupational health and safety also.

2. Availability

(a)	Restrictions on public use	No. (No circulation)
(b)	Available through inter-library loan	Yes

3. Bibliographic or other special services

Computer on-line searches are largely restricted to ministry staff only. We publish a library bulletin as well as a short bibliography on various topics, monthly - labour topics.

Library: P.E.I. DEPARTMENT OF LABOUR
Address: P.O. Box 2000, Charlottetown, P.E.I. C1A 7N8

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Moderate
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Extensive
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive
(d) International Labour Office publications	Extensive
(e) Trade Union publications	Moderate
(f) Employer Association publications	Moderate
(g) Industrial relations periodicals, newsletters	Extensive
(h) Industrial relations clippings	Extensive
(i) Other	

2. Availability

(a) Restrictions on public use	Some
(b) Available through inter-library loan	Yes

3. Bibliographic or other special services

None.

Library: PUBLIC SERVICE STAFF RELATIONS BOARD
Address: 140 O'Connor Street, P.O. Box 1525, Station "B",
Ottawa, Ontario K1P 5V2

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Minimal
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Minimal
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d) International Labour Office publications	Minimal
(e) Trade Union publications	Minimal
(f) Employer Association publications	Minimal
(g) Industrial relations periodicals, newsletters	Extensive
(h) Industrial relations clippings	Moderate
(i) Other	

2. Availability

(a) Restrictions on public use	None
(b) Available through inter-library loan	Yes

3. Bibliographic or other special services

Bibliographic service is occasionally offered to other than government agencies in the area of public sector industrial relations.

Library: Quebec Ministry of Labour
Address: 255, boul. Cremazie est, Montreal, H2M 1L5

1. Industrial Relations Holdings
(extensive, moderate, minimal or none)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Minimal

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Extensive

(d) International Labour Office publications .. Extensive

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial Relations periodicals, newsletters .... Moderate

(h) Industrial Relations clippings .... Minimal

(i) Other .... Complete subscription to Statistics Canada publications.

2. Availability

(a) Restrictions on public use .... For consultation only

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services ... None

Library: SASKATCHEWAN DEPARTMENT OF LABOUR LIBRARY
Address: 1914 Hamilton Street, Regina, Saskatchewan S4P 2Y5

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs) .... Extensive

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Extensive

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Extensive

(d) International Labour Office publications .. Extensive

(e) Trade Union publications .... Moderate

(f) Employer Association publications .... Minimal

(g) Industrial relations periodicals, newsletters .... Extensive

(h) Industrial relations clippings .... Extensive

(i) Other .... OECD publications-Extensive, Saskatchewan collective agreements-Extensive, anti-inflation rulings, federal and Saskatchewan.

2. Availability

(a) Restrictions on public use................. We prefer users in Saskatchewan to use the inter-library loan system, but we try to satisfy all requests.

(b) Available through inter-library loan....... Most can

3. Bibliographic or other special services

Library: NATIONAL LIBRARY OF CANADA
Address: 395 Wellington Street, Ottawa, Ontario K1A 0N4

1. Industrial Relations Holdings
(Extensive, Moderate, Minimal or None)

(a) General industrial relations publications (books, monographs)	Extensive*
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Extensive*
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Extensive*
(d) International Labour Office publications	Extensive (except for working papers)
(e) Trade Union publications	Minimal--Moderate**
(f) Employer Association publications	
(g) Industrial relations periodicals, newsletters	
(h) Industrial relations clippings	None
(i) Other	Though not subject to deposit, the Library receives theses for microfilming and has permission to sell copies of the resulting film or fiche if requested.

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*Since 1953, copies of regularly published Canadian monographs and periodicals have had to be deposited automatically in the National Library. Holdings of foreign monographs and periodicals, however, are minimal.

**If titles in these categories are in-house or processed publications, they are not subject to legal deposit but if of permanent value would be specifically requested. There has been a concerted effort to obtain serial publications of this kind as gifts.

Library: NATIONAL LIBRARY OF CANADA
Address: 395 Wellington Street, Ottawa, Ontario K1A 0N4

2. Availability

(a) Restrictions on public use.................	High school students may have to prove need.
(b) Available through inter-library loan.......	Yes

3. Bibliographic or other special services

The library provides free general reference service. For inter-library loan requests from libraries the National Library will verify citations and will search the union catalogues for locations of wanted items if it cannot supply them itself. For individuals, staff will try to verify citations; they may compile highly selective reading lists in answer to specific questions; or, for a fee, do a fairly exhaustive literature search of appropriate data bases, or provide a computer-based current awareness (SDI) service based on the client's special interests to researchers who want to subscribe.

Library: ALBERTA HOSPITAL ASSOCIATION Resource Library
Address: 10025-108 Street, Edmonton, Alberta T5J 1K9

1. Industrial Relations Holdings
(extensive, moderate, minimal or none)

(a) General industrial relations publications
(books, monographs) .... Minimal

(b) Statistical reports
(wages, employment, prices, union
membership, etc.) .... Moderate

(c) Labour Law
(labour legislation, Labour Board reports,
arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. None

(e) Trade Union publications .... Minimal

(f) Employer Association publications .... Minimal

(g) Industrial Relations periodicals,
newsletters .... Moderate

(h) Industrial Relations clippings .... Minimal

(i) Other ....

2. Availability

(a) Restrictions on public use .... At librarian's discretion

(b) Available through inter-library loan....... No

3. Bibliographic or other special services

Bibliographic services available only to staff members

Library: CANADIAN LABOUR CONGRESS
Address: 2841 Riverside Drive, Ottawa, K1V 8X7

1. Industrial Relations Holdings
(extensive, moderate, minimal or none)

(a) General industrial relations publications
(books, monographs) .... Moderate

(b) Statistical reports
(wages, employment, prices, union
membership, etc.) .... None

(c) Labour Law
(labour legislation, Labour Board reports,
arbitration cases, etc.) .... Minimal

(d) International Labour Office publications .. Moderate

(e) Trade Union publications .... Moderate

(f) Employer Association publications .... Minimal

(g) Industrial Relations periodicals,
newsletters .... Moderate

(h) Industrial Relations clippings .... None

(i) Other ....

2. Availability

(a) Restrictions on public use .... Material may be used on the premises during office hours.

(b) Available through inter-library loan....... Yes

3. Bibliographic or other special services ... None.

Library: Resource Centre, ONTARIO FEDERATION OF LABOUR
Address: 15 Gervais Drive, Don Mills, Ontario, M3C 1Y8

1. Industrial Relations Holdings
(extensive, moderate, minimal or none)

(a) General industrial relations publications (books, monographs) .... Moderate

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Moderate

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. Moderate

(e) Trade Union publications .... Moderate

(f) Employer Association publications .... Minimal

(g) Industrial Relations periodicals, newsletters .... Moderate

(h) Industrial Relations clippings .... Moderate

(i) Other ....

2. Availability

(a) Restrictions on public use .... The Resource Centre tries to help anyone with an interest in labour.

(b) Available through inter-library loan....... Not as a general rule

3. Bibliographic or other special services

None.

Library: CANADIAN TELEPHONE EMPLOYEES' ASSOCIATION
Address: Place du Canada, #1465, Montreal, Que. H3B 2N2

1. Industrial Relations Holdings
(extensive, moderate, minimal or none)

(a) General industrial relations publications (books, monographs) .... Minimal

(b) Statistical reports (wages, employment, prices, union membership, etc.) .... Moderate

(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.) .... Moderate

(d) International Labour Office publications .. None

(e) Trade Union publications .... Moderate

(f) Employer Association publications .... Minimal

(g) Industrial Relations periodicals, newsletters .... Moderate

(h) Industrial Relations clippings .... Minimal

(i) Other .... 30 years of CTEA official publication "Teleforum" and reports of CTEA activities.

2. Availability

(a) Restrictions on public use .... Yes. Must call for appointment.

(b) Available through inter-library loan....... No

3. Bibliographic or other special services

None.

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Library: United Steelworkers of America
Address: 55 Eglinton Avenue East, Toronto, Ont. M4P 1B5

1. Industrial Relations Holdings

(extensive, moderate, minimal or none)

(a) General industrial relations publications (books, monographs)	Minimal
(b) Statistical reports (wages, employment, prices, union membership, etc.)	Extensive for USWA
(c) Labour Law (labour legislation, Labour Board reports, arbitration cases, etc.)	Moderate
(d) International Labour Office publications	Moderate
(e) Trade Union publications	Moderate
(f) Employer Association publications	Minimal
(g) Industrial Relations periodicals, newsletters	Moderate
(h) Industrial Relations clippings	Moderate

(i) Other .... Extensive contract files for USWA locals.

2. Availability

(a) Restrictions on public use .... by appointment.

(b) Available through inter-library loan .... with restriction.

3. Bibliographic or other special services

None.